SERVICES SECTOR DOMESTIC WORKERS

1975 - 1978

24.2.75 ⇒ RDM

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Domestics in Border 'get a bad deal'

Own Correspondent

EAST LONDON. — Domestic workers in the Border area are treated worse and paid less than in the Cape and the Transvaal.

This is the claim of a survey of wages and conditions of servants employed by members of the Black Sash and the Institute of Race Relations in East London.

The survey, collated and edited by Dr F. E. Streek, also shows that the members of these bodies pay and treat servants better than most employers on the Border.

Those who took part in the survey were mainly White English-speaking urban employers, presumably with an above average concern for their servants.

Their living standards generally were probably better than most and 97 per cent lived in or near East London.

The survey, validated against other surveys of the area, shows that 38 per cent of the households had living-in servants, 34 per cent living out and 23 per cent had both, with an average of 1,5 servants compared with 0,9 for the area.

More than 90 per cent of the respondents provided ample food and a balanced diet; know their employees' surnames and family background and help with their problems.

Of those surveyed, 77 per cent pay medical expenses, 59 per cent encourage savings and 25 per cent do, or intend to, contribute to a pension fund.

A paternal attitude exists and 90 per cent of domestic employees use the words "master", "boss" or "sir", while 79 per cent use "madam" or "Ma'am".

On the other side, 96 per cent of employees address their workers by their first names while 92 per cent claim their relationship with their domestics was "friendly" or "good" or "happy" or "cordial".

The survey found that living-in domestics worked a 208 hour month at an hourly rate of 14,5c an hour or R30 a month with a range from R12 to R62.

The Cape and Transvaal surveys showed a 213 and 220-hour month was worked in these areas at hourly rates of 19c and 16c and monthly 6,6 hours a day, with 1,33 respectively.

On the Border, living-in domestics work a 5,4 day week; 67 per cent are paid overtime and 81 per cent are given three or more weeks leave a year.

Of the respondents, 46 per cent provide food or money while their domestics are on leave and 33 per cent pay leave travelling expenses.

Of the living-out domestics, 61 per cent worked three days or less for an average 6,6 hours a day, with 1,33 hours a day spent on travelling.

The average was a 91-hour month at 21,9c an hour or R20 a month compared with the Cape's 81-hour a month at 39c an hour or R32 a month.

Cape and Transvaal domestics are better educated than those on the Border of whom 45 per cent had no education and the highest level was Standard Seven.

Better deal for servants urged

Natal Mercury 17/4/75

Mercury Reporter

PINETOWN MP Mr. Graham McIntosh has urged Westville residents to consider whether their domestic servants were really getting a fair deal and also to help them to a better way of living.

"One of our most important benefits is the service and loyalty we enjoy from our domestic servants," he said yesterday.

"I believe that the Westville Civic Association should seriously consider the conditions of domestic servants and should encourage the town to introduce a new deal for them.

"Could employers not consider assisting servants to buy land in Clermont and in the soon to be proclaimed Krantzkloof extension of Clermont Township?

"Possibly the Civic Association or the town could assist in providing funds for loans to domestic workers to purchase homes there?

"Possibly a better form of bus service could be introduced so as to enable domestic workers to live at home. Could the Civic Association not look into the needs that domestic workers may have for caring for their children in the form of creches and schools?"

He also said that there was considerable discussion in Natal at present over the representation of Indians in local authorities.

"I do believe, however, that the Westville Civic Association should go into this whole matter because of the small number of Indian ratepayers and land owners in the town," he said.

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Project for progress

with a marathon task for Kloof gardeners

Natal Mercury 30/4/75

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THE CENTRES of Concern affiliated to the Domestic Workers and Employers' Project have embarked on enterprising educational and entertainment plans for domestics in their area.

A year ago, Sue Gordon discussed her idea with Durban women, and spoke of the progress made in Johannesburg and how they wanted to help domestics acquire skills and enable them to have social gatherings.

Since these addresses and talks 17 Centres of Concern have started in Durban. HERS chatted to some of those who have undertaken unusual projects.

An organisation in Kloof has held gruelling 21km marathons for young gardeners. In the next race on June 8 entrants compete along the hilly course to Inanda and Kloof Falls Road and back to St. Augustine's Church.

The record for the run is one hour, 45 minutes.

Mrs. Ann Hotchkiss, who helps organise the marathons said: "We started this to provide a sport which didn't require playing fields or a gymnasium.

"As it is a pretty tough course we try to encourage them to train beforehand."

Film shows which are held twice a month at Kloof have also proved popular amongst the servants.

"They have seen shows on conservation, a Zulu film by the Natal Parks Board, and State Information documentaries on the Homelands and they love cartoons and films on American jazz."

Mrs. Hotchkiss said that the amateur talent night had to be given up — ironically because it was too popular.

Sophisticated amplifying equipment began to replace choirs and visitors came in cars and taxis from as far afield as Durban townships "to join in the very noisy fun," said Mrs. Hotchkiss.

Dancing usually began spontaneously as the audience found if impossible to remain seated. "Although no harm was done we feared it might jeopardise our other classes. "An application to the municipality to allow music and dancing in the beer hall was turned down as the Beer Hall should not be in a White area," she said.

The Centre of Concern at Assumption is arranging a nine week home nursing course which will include nursing and feeding the sick and first aid lessons.

"When the domestics complete the course they will receive a Nurse Aid certificate which will help them when looking for employment," said Mrs. Ray Kearney.

When a film show is held at Assumption it's a social evening. Domestics bring their friends and after the film they have a chat over tea and cake.

In Johannesburg and Cape Town many of the Centres of Concern have undertaken ambitious projects.

In Constantia they have country dancing, and Health and Beauty exercises.

An interesting feature at Sandton centre is a fabric printing class. One of the great advantages of the potato and lino print in soft African colours, is that besides its beauty and the scope it affords for innovative design, it comes up particularly well on cheap materials like calico.

This group have made tablecloth, children's aprons and dresses.

The value of the Employment Assistance organisation at Temple Emanuel in Parktown lies not only in assisting employers and workers to meet but also improves employment practices.

Prospective employers are asked to fill in forms, stating what they will offer in terms of salary, working hours, leave, and pensions.

With so much activity at the Centres of Concern it looks as though they're heading for bigger and better projects.

Mrs. Pat Hawes, one of the organisers at the Assumption Centre of Concern in Nicholas Road, instructs her domestic, Ottila Dhlamini, on the finer points of cooking a stew.

Your servant to cost more

By PATRICK LAURENCE

EMPLOYERS of African servants will have to pay an additional 50c levy a month during the coming financial year.

The ordinary householder employs more Africans than factories of commerce and will have to pay the biggest increase in levies to the West Rand Administration Board.

It was calculated yesterday that employers will contribute an extra R2,4-million to the board.

The board is responsible for the administration of Soweto and African townships attached to West Rand towns like Krugersdorp and Randfontein.

Its chairman, Mr Manie Mulder, said yesterday labour levies would be channelled into providing more and better services for the townships, including roads, high-mast lights, stormwater drainage and recreation.

The board's executive meets tomorrow to consider its financial estimates for the 1975-1976 financial year. The estimates have already been presented to African urban councils and advisory boards for comment.

Although the board has not yet released its estimates, it is possible to calculate its increased revenue from labour fees.

Employers of African labour in industry, building, commerce, agriculture and government all have to pay an additional 30c per labourer per month. For the most part, the levy has risen from R1,50 to R1,80.

Employers of African servants have to pay an additional 50c — R1,00 a month.

RAND DAILY MAIL, Thursday, May 22, 1975.

Plan to ban Blacks leads to town row

By JIM KIDSON

ALBERTON on the East Rand is going White-by-night, and hundreds of housewives are angry about it.

Petitions signed by several hundred protesting residents will be handed today to the MPC for Alberton, Dr S. D. Latsky for the attention of the Minister of Labour and MP for Alberton, Mr Marais Viljoen.

Yesterday, an Alberton town councillor, Mr D. H. Harris, said it was expected that Alberton would be completely White-by-night within two years.

At the moment, hostels to accommodate African women are being built in the township of Thokoza.

Mr Harris said yesterday that hundreds of Alberton residents had telephoned him objecting to the proposed move.

He said he had received a number of petitions with about 700 signatures, which would be handed to Dr Latsky today.

He said other councillors had also received complaints about the move to prohibit living-in servants. He said the plan had never been raised in the Nationalist-dominated council.

An Alberton resident, Mrs Margaret Laurence, told me this week that domestic servants were "licensed to live on White properties". The licences were renewed annually.

Last month, she said, residents received notice that permits would not be renewed at the end of the year.

Many residents then approached the Bantu Administration Department, where their objections were met with the answer that many women were "pouring" into the town from the homelands to seek work.

Mrs Laurence said African women were unable to find accommodation in the hostels at present.

Mrs Laurence and other residents, met Mr Harris this week. He undertook to hand petitions signed by residents in his ward to Dr Latsky.

Five is limit for domestics

Sday Express 25/5/75

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Financial Reporter

A STRICT limit on the number of "living in" African servants in Sectional Title housing schemes will have to be observed, according to the Department of Bantu Administration and Development."

This effectively places Sectional Title schemes in the same category as flats for purposes of regulation servants.

In a letter to Mr Ken Dodman, managing director of K. R. Dodman & Company, the Department makes it clear that the number of African servants "living in" on a Sectional Titles scheme is limited to five under the Bantu (urban areas) Consolidation Act of 1945.

Mr Dodman's estate agency handling the sale of sectional title units at Granada Village, a R1-million scheme in Glenhazel.

According to the letter from the department, it is possible to receive exemption under the Act, but only if the Minister of Bantu Administration and Development grants it. Even then, the Minister has the right to withdraw the exemption "at any time".

The same right is vested in local authorities.

"Under this ruling, sectional title developers will have to re-think their planning. For developers with schemes already built and incorporating ample room for servants, the picture is not so simple," said Mr Dodman.

"Moreover, potential buyers of sectional title units will have to guard against claims about servants' quarters. The limit is strictly five, and buyers should not be led to believe that store rooms can be used as servants quarters."

However, Mr Dodman said the limit on living-in servants should not be seen as a drawback: "South Africans are used to living-in servants. In a sectional titles scheme, however, the need for servants is greatly reduced."

All exterior work, for example, was handled by workers employed by the body corporate, the council of unit owners. Moreover, sectional title developers tended to concentrate on installing modern, labour-saving conveniences. However, there was nothing in the statute books to prevent the use of daily help.

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Sun. Time (Bus. Time) 15/6/75

When do domestics PAYE?

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IN THESE days of increased household incomes, a growing awareness of the obligations of the employer of a domestic servant, increased expectations on the part of domestic servants, and heightened competition by employers for the services of an ever-increasing number of domestic servants — a cash wage of R480 a year to a domestic servant is not unusual.

Many domestic servants are paid more than R40 a month in metropolitan areas.

But a cash wage is not the sole determinant of liability for income tax or of the amount of PAYE deductions to be made.

Benefits in kind, such as free board and lodging, must also be included.

Thus even employers paying less than R40 a month in cash might be faced with the questions: Am I an employer for purposes of PAYE? Must I register as such? Must I deduct PAYE from my domestic servant's wages? Must I maintain all the PAYE records required by the Fourth Schedule to the Income Tax Act?

Extracted from Businessman's Law, published eight times a year from Box 2801, Cape Town, 8000.

Before attempting to answer these questions, let us dispose of a few subsidiary matters.

First, PAYE is not to be deducted from any amount paid to an African. There is an entirely different Act, applying to the taxation of Africans.

In addition, the homeland governments are laying down the foundations of future, separate, systems of taxation.

At present, whatever his other duties might be, the employer of a Black domestic servant need not register as an employer under the Fourth Schedule to the Income Tax Act.

Second, the value of benefits in kind given by an employer are valued for tax purposes at their value to the employee and not at their cost to the employer.

Since the domestic servant can normally obtain board and lodging at a lower cost than the amount spent by the employer to maintain his servant, the domestic servant's total wage (in cash and kind) for income tax purposes is usually less than the full cost to the employer of that wage.

Third, even if the domestic servant does earn more than R40 a month, it does not follow that he or she will be liable to income tax.

An unmarried domestic servant may earn at least R700 a year, or R58 a month, without incurring any liability for tax.

R700 is the amount of the primary abatement granted to unmarried taxpayers.

Similarly, a married domestic servant may earn at least R1 200 a year, or R100 a month, without incurring a liability for tax, provided the servant's spouse has no income.

An unmarried domestic servant wholly or mainly maintaining a child qualifying for abatement — for example, a child under the age of 18 years — is eligible for abatements totalling R1 700, equivalent to R142 a month tax free.

Nevertheless, the employer's obligation to register as an employer and to make deductions of PAYE does not in any way depend upon his employee's liability to tax, but is governed solely by the Fourth Schedule to the Income Tax Act.

Since an "employer" is someone who pays "remuneration," and since "remuneration" includes income payable to a domestic servant when that income is calculated at a rate exceeding R480 a year, in principle the employer has no choice but to register as an employer.

Clearly, it would cause hardship to domestic servants if PAYE is to be deducted from their wages in circumstances where it is likely that they are not liable to tax. Similarly, it would cause hardship to the employers of domestic servants in these circumstances to have to comply with the formalities of the Fourth Schedule.

The possibility of such hardship has in theory arisen because the Fourth Schedule has failed to keep pace with the gradual increase in the amount of income that may be earned by a taxpayer before becoming liable to tax.

The limit of R480, became effective in 1969. In practice, however, even if the employer of a domestic servant did register as an "employer" for purposes of PAYE, he would, under the latest Tax Deduction Tables be sending in nil PAYE returns each month if his male domestic servant is married and earns up to R100 a month, or his male or female domestic servant is unmarried with no children and earns up to R60 a month, or is unmarried with at least one child and earns up to R100 a month.

But the tables require a deduction to be made from the earnings of a married female domestic servant who earns more than R40 a month.

Is the employer who pays his domestic servant, other than a married female domestic servant, more than R40 a month compelled to comply with the formalities of the Fourth Schedule even though his servant is not liable for tax, or even though the tax deduction tables do not provide for any deduction from the particular remuneration he pays his servant?

Although Para 2 of the Fourth Schedule gives the Secretary the power to authorise an employer not to deduct PAYE from remuneration payable to an employee, it fails to give him authority to absolve a taxpayer who only technically is an "employer" from having to register as such.

But once the emplo need not deduct PA this is surely the m technical of technicalit

Nevertheless, ev though the Department Inland Revenue genera adopts a most reasona and practical approa such an action on the p of the employer wo technically remain an fringement of the law

Finally, what about char? Thanks to a so what perplexing ame ment to the Fourth Sc dule last year, a ch woman would appear to receiving remunerati provided that she is p at a *rate* in excess of R a year (say, R2 a da since she is subject to control or supervision any other person as to manner in which (h duties are performed . or as to (her) hours work (or) the amounts payable for (her) servi consist of or include ea ings . . . which are paya at regular daily, week monthly or other in vals.

Thus exactly the sa considerations apply to charwoman as to a regu domestic servant.

The simplest solution the problem is for legislature to increase R480 limit. Let us h that this forgotten cor of our Act will soon swept clean.

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Crisis over servant law

Rand Daily Mail 18/6/75

TOM DENNEN: Property Reporter

THE Department of Bantu Administration and Development confirmed this week that it will hold developers of "townhouses" to legislation limiting the number of living-in servants "in any building" to five.

This means that hundreds of people who have bought attached units, not only under sectional titles but also under block shareholding and in sub-divided group housing schemes may not be able to house servants in quarters provided by most developers.

Mr H. P. Joubert, Secretary of the department told Property Mail this week that the department's position was unequivocal. "According to the law," he said, "no owner of a building shall permit more than five Bantu to reside in that building at any time."

"That is our position — I have confirmed this with the Minister in Cape Town — and we will be holding developers to it."

The implications are far-reaching and may mean a complete re-think on the part of developers in the sectional title, block-share and group housing markets unless an alternative definition for these schemes — they are neither "flats" nor "houses" — is agreed upon by the relevant authorities.

Dr Denis Cowen, legal adviser to the Johannesburg City Council, says there are several alternatives, including a re-definition of "townhouses".

"At the moment," he says, "these buildings, whether they are called townhouses, cluster houses or attached group houses, are still regarded by Bantu Administration as "any building" and it is clear that no more than five Blacks will be allowed to live in any of them.

"It is equally clear that the legislation involved was originally aimed specifically at high-rise buildings such as are found in Hillbrow. But what is not clear is why the department should consider low-rise "townhouse" developments in the same light.

"If 20 houses in a row on one side of a street are each allowed one servant, why should a low-rise cluster development of twenty units on the other side of the street be allowed only five servants for all 20 units?

"As to alternatives, it must be borne in mind that the law allows for the Minister to grant a local authority the right to permit more than five servants in a building. If developers are going to put more than five servants' quarters in their schemes, then they should approach the local authorities before they go ahead.

"Developers could also build their schemes on such a scale that five servants would be enough to service all the units because at the moment the townhouse purchaser in a larger scheme is at a disadvantage compared to the conventional home buyer — he's getting equivalent accommodation at a lower price, but without a servant.

"The question, however, remains and needs clarification: should a sectional unit in a low-rise development be treated like any conventional house (one servant per unit as with houses) or as part of a building with five servants for the whole block as if it were a high-rise block of flats.

"As it stands, this is the case and it will have to be discussed further by local authorities as well as the Department of Bantu Affairs before the air is cleared."

The department's stance is causing problems for developers. At least one of them has expressed anxiety over the entire future of townhouses.

He said he didn't know what to do.

"We are building servants' quarters but putting them on our plans as laundries anticipating permission from Bantu Administration for more servants.

"But both ways, we are in the middle because the city or town council involved with passing the plans want to know why laundries are supplied with toilets and showers — and the plans have to be re-submitted with servants' rooms shown as such.

"And then Bantu Administration won't have it.

"At the moment it looks as if it could be the end of the luxury townhouse."

ARGUS 13/6/75 (28)

Servants in back-yards 'better off'

BLACK domestic servants living in back-yards are in many respects better off than Blacks living in the townships and they should not be forced out, according to a Ned Geref Kerk in Africa special report approved by the Synod.

According to the report there are 371 000 Blacks living in White backyards in South Africa's major urban areas, including 175 000 on the Rand, 56 000 in Cape Town and Bellville, 57 000 in the Durban-Pinetown complex and 53 000 in the Pretoria-Verwoerdburg area.

The NGKA commission found that Blacks living in back-yards 'work longer hours, but have more advantages and fewer problems than people in Black townships. They have more security, are sure of food and safety, and cannot be robbed of their pay on the way home.

Many domestic workers had, in fact, no families in locations, and were more comfortable in the back-yard than in overcrowded Black suburbs.

The commission said the system did not disrupt family life. In Black society a grandmother filled the role of mother while mother was away working. If the mother had to journey to and from work she was away early and back late, and so enjoyed no family life.

'The family must be financially supported, and that is more important than living together' the report said.

HOME VISITS

It recommended that domestic servants should be allowed to visit their homes regularly to maintain the family link; that they should be given time off to attend religious services in Black townships; and that bus fares for these visits should be subsidised.

The commission also found that some employers exploited their Black servants, that more homes should be built in the Black suburbs and that better wages should be paid.

Detente begins in the kitchen

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STAR 18/6/75

Detente begins at home — in the kitchen to be exact. If the people of South Africa can't communicate at domestic level, then what is the point of tackling international detente?

This question was asked by Miss Qedusizi Buthelezi at a Bryanston Round Table meeting (Ladies Circle) in the Bryanston United Church.

Miss Buthelezi, an assistant organiser of the Domestic Workers and Employers Project at the SA Institute of Race Relations, outlined the problems confronting employers and their domestic workers.

"I firmly believe that kitchen detente is more important than that operated on an international basis. If two women of different colours and backgrounds can establish detente in the home, they can spread this with wonderful results throughout their community."

Miss Buthelezi said the relationships between an employer and her domestic were often marred because of a misunderstanding of the cultural differences between the two races.

"We're brought up to learn that it's wrong for a means and degrades us. For a 50-year-old woman to be referred to as a 'girl' is wrong, and it does untold harm to domestic relations."

Miss Buthelezi admitted that some Blacks had become so de-humanised they even referred to each other as "boy" and "girl."

"Some fear that if they reject this term, they'll be dismissed from their jobs.

"I appeal to you and to all employers in this country, reject these terms and you'll be contributing greatly to detente."

Two Black women talk to White housewives

COLOUR

Miss Qedusizi Buthelezi (right) and Miss Pusetso Letlabika who talked about detente in the kitchen to Sandton women; with them is Mrs Sue Gordon, national organiser of the domestic workers and employers project.

Is the employer human after all?

"Centres of Concern are doing more than almost anything else to help domestic workers view their employers in a better light," said Miss Pusetso Letlabika, organiser of the Domestic Workers Project at the South African Council of Churches.

At Centres of Concern White volunteers teach domestics skills.

"Meeting her employer on a different level, and receiving (free of charge), instruction in the skills of reading, writing, sewing and cooking, opens up new areas in human relationships.

"Where before a domestic would point an accusing finger at her madam she now feels her employer must be human after all."

Miss Letlabika said the Centres of Concern had become great meeting places for lonely workers. Their secluded backyard existence was not conducive to forming friendly relationships.

"They speak of these centres with warmth. They call them their 'schools.' Those of us who have never suffered the pain of illiteracy, can't comprehend the joy they experience in learning to hold a pen."

Miss Letlabika told the women at the meeting that they might think there is nothing they can teach Black domestics. "But for you to teach these women to drive, or how to write — things that are second nature to you — are of incredible value to these people."

Miss Letlabika mentioned that it was difficult for her and Miss Buthelezi to address such a meeting.

"Do you know that in the townships we are looked upon as sell-outs. We are regarded as kowtowing to Whites.

"For us to tell you what Black people think of you is difficult. But we realise that detente is important enough for us to take this risk."

STAR 18/6/75

junior to look directly into a senior's eyes. Most domestics naturally regard

ELDERS

their employers as seniors, but this custom of ours makes many madams think we're being dishonest or furtive.

"In our culture we're taught that children must not stand if their elders are sitting. The exact opposite is the case with European culture.

"It's wrong for us to take something with one hand. We extend both hands as a sign of gratitude and warmth. This is often misunderstood by White people."

Miss Buthelezi said the custom of Black people of attending the funerals of all their relatives had led to a great deal of friction on the domestic front.

"But you must try to understand our family structure. By nature our families are extended — this is contrary to your nuclear families.

FUNERAL

"We regard brothers, sisters, aunts and uncles, in-laws, all as an integral part of the family. Therefore if one dies, we must attend the funeral.

"This is always followed by a stream of rituals. Some of them constitute a cleansing process which is important to us."

Age plays a very important part in the Black family structure. Respect and status are based on it.

"When you realise this, you'll understand how humiliating it is for a 40-year-old woman to be given orders by a young child.

"You will understand even more clearly how the term 'boy' or 'girl' de-

Suiting the madam to the maid

STAR 15/7/75

Matching maids with madams might sound an impossible task to some people, but a woman who has been doing it fairly successfully for the past six months, is Mrs Eileen Mendelsohn.

The service, which is organised by the Domestic Workers and Employers Project, in liaison with the Black Sash, is run by volunteers under the guidance of Mrs Mendelsohn.

"The Employment Assistance service is really a guide in race relations. It's time employers reappraised their attitude towards domestic workers," said Mrs Mendelsohn.

"While there are many employers who are uncaring and not open to any fresh ideas, some of those comfortably jogging along in the 'South African way of life,' *are* amenable to suggestions.

"The low rate of pay is often adhered to simply because no alternative is offered. Bad working relationships are not improved because there is no guidance on how this can be achieved."

Eileen Mendelsohn and her helpers are there to offer alternatives in the matter of wages, working hours and relationships.

NOT PERFECT

"Matching can't be perfect, especially in so close and demanding a situation as exists within the home. But it is surprising how many madams have met maids through us, and been satisfied."

Both the madam and the maid are required to fill in forms, and the scowling and pen-biting that accompany this, are evidence of the discomfort of the average employer having to look into her employment practices.

From the details on both forms, Mrs Mendelsohn can work out which employer is likely to be satisfied with a domestic waiting for a job.

The domestic worker is interviewed by the prospective employer on the spot. If they are happy with each other, and Mrs Mendelsohn is satisfied with the conditions of employment, then an agreement is entered into.

"I won't let anyone be employed full time for less than R35 a month. I ask both employer and employee to keep in touch with me, and make it a condition that both parties must give a month's notice if they are dissatisfied."

The service is not an agency. It does not charge any money for its work, and it does not recommend people.

Mrs Mendelsohn would like to see domestics working an eight-hour day, with a minimum wage of R50 a month. She advocates 1½ days off a week, and either one long weekend off a month, or alternative weekends off.

PROVIDENT FUND

She also suggests a pension scheme or provident fund should be started on behalf of the employee by

MRS EILEEN MENDELSOHN interviewing some of the maids at her Employment Assistance service.

The area of good race relations is spotlighted in a close relationship, such as that existing between a domestic and her employer. How are you coping in this field asks SUE GARBETT?

ises a course encompassing child care, cooking, washing and ironing, house work, cleanliness, hygiene and first aid.

MAIN PROBLEM

"But our biggest cry is at the terrible transport problem. Maids who want to get to Dunkeld terminus by 9 am have to leave they manage."

The Employment Assistance service is run twice a week, from the Temple Emanual Hall, in Oxford Road, Parktown. The hours are 1.30 to 3 pm on Mondays, and 12 to 2 pm on Thursdays.

Mrs Mendelsohn is in great need of volunteers to help her run this popular service, and she appeals to those who have time to spare to contact her.

Her telephone number is 41-0725.

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Workers warned of cities

Cape Times 19/7/75

MISS MAGGIE OEWIES, full-time organizer of the Young Christian Workers (YCW), has written to parents and institutions in country areas to warn young people coming to work in town of the dangers and exploitation.

Being new to the city and desperate for work, these young people are, she says, easily underpaid by their employees.

"We are in contact with 13-year-old domestic workers who earn R10 a month. They have to send up to R3 a month home, leaving them with very little to see them through the month — and this causes problems, for example, no money for education, entertainment, and so on.

"Because of this, they have to depend on their employers or friends, and in many cases, this dependence leads to exploitation."

(281)

JOHN SECCOMBE explains the formalities involved in engaging a domestic servant

See also MIGRANT LABOUR S.A. - Natal

EMPLOYERS in the Durban area face prosecution if they house more than one servant on their premises without a licence from the Port Natal Bantu Administration Board. They can also be fined for employing an African to do the odd job around the house if he hasn't the right permit.

These are just two of the prospects facing homeowners who want or need domestic help and who, by design or ignorance, fail to negotiate the often elaborate official channels.

Until January this year, Durban had a set of regulations entitling employers to have as many servants living on their premises as they wished. New licensing laws are now effective and, if these are ignored, even stronger measures have been hinted at.

Hundreds of letters have gone out to Durban employers warning them of the new regulations in terms of the Bantu (Urban Areas) Consolidation Act, which came into force on January 24.

The letters advise employers to tell the Port Natal Bantu Administration Board of the number of servants they are accommodating and to apply for the relevant licence.

To assist and guide the homeowner, the Mercury approached the board for a step-by-step explanation of the employment process.

Natal Mercury 21/7/75

The dompass problem

HOWEVER desperate they are for domestic help, homeowners find few prospects as daunting as the paper chase leading to the legal employment of an African servant.

Every housewife, it seems, has her own bitter anecdote on the subject and every servant wearily accepts the inevitability of long queues for an official stamp on a depressing variety of documents.

Can the process be made easier? Yes, says Mr. R. F. Drew, labour officer for the central district of the Port Natal Bantu Affairs Administration Board.

By following a few relatively straight - forward guidelines, the housewife will make the registration of a domestic servant less of an ordeal for both herself and the prospective employee.

Six points

To employ an African woman as a domestic servant the housewife should:

Avoid employing anyone "off the street." This could save a frustrating and ultimately hopeless battle with officialdom.

Instead, notify your nearest labour bureau — by calling personally or by telephone — of your requirements, stating the type of work, salary offered and other basic details.

Likely candidates for the job will then be sent along for a personal interview and selection, or they can be interviewed at the labour homelands which include Umlazi and Ntuzuma," says Mr. Drew.

The most common problem encountered here is one of the would-be employer's own making — a reluctance to approach the labour bureau which invariably leads to a protracted and often bitter struggle to register a servant who shouldn't be in the area.

"There is no shortage of African women domestic servants resident in Durban, and it is our policy to ensure that these women are given preference when looking for work."

The argument that the available labour is "too sophisticated" and that an increasing number of women servants prefer to live out rather than in, does not impress the Board's officials.

"These women also want to be with their families. The people who want domestic servants must realise that labour patterns are changing and they must be prepared to accept that urban African women are becoming increasingly sophisticated.

"It is an inevitable change that cannot be stopped by bringing in country women to be moulded to the demands of an employer."

Contract

The second category of Africans seeking domestic jobs are the attested reference book. This is important.

Accompany him to the Ordnance Road labour office where a requisition form can be obtained.

He must then return to his homeland where the prescribed fee of R3 to KwaZulu (or R1 to the Transkei) is paid and he authorised to return to the city to be employed by you.

When he returns with the necessary authorisation (an attested contract) and the receipt for the fee, he must again be taken to Ordance Road where he will be X-rayed for tuberculosis and be given a smallpox vaccination. The examination for venereal disease is to be dispensed with from June 1.

The registration will then be carried out. It must be stressed that initial registration must be done at the Ordnance Road labour bureau where all documentation, files and accounts are kept.

On trial

reported cases with the homeland government concerned.

"It will help an attested contract employee if his reference book is signed each month by his employer and it should be remembered that, should the employee terminate his contract for any reason, he must immediately return to his homeland."

The most common mistake in this area is to employ an African on a trial basis and to overlook registration. The employer is subject to a R10 fine for employing an unregistered African — even if he is just doing a one - day job.

If more than one domestic servant is to be accommodated on the premises, a licence application form must be obtained from the labour bureau, completed and returned.

The accommodation will then be inspected to make sure it is suitable and, if it complies with the city by - laws and other requirements, a licence will be issued and the employer's account debited by 50 cents a

as it can. On the contrary, we would like t see domestic servant working as close as po sible to their homes an hostels.

"What we want to pr vent is people having t cross the city every da wasting time and money We want as many loc residents as possible t be employed.

"We do not wan people sleeping in cellar under houses or in wend houses."

The offices

There are three Bant Affairs Administratio Boards in Natal. Por Natal has its head offi in Durban, Drakensber has its head office in Pi termaritzburg and No thern Natal has its hea office in Dundee.

Port Natal is aga divided into four di tricts: the North Coa district has its ma office in Ballito; the ce tral district, whic incudes the Durban co plex, Glenashley, Yello wood Park and Reunio the South Coast distri which has its main offi at Prospecton an

Solly Essop will now concentrate on domestic servants

Sunday Times (Extra) 27/7/75 (281)

By HOWARD LAWRENCE

DOMESTIC servants are going to get a new and dynamic champion for their cause of better working conditions, wages and respect — Mr Solly Essop, the independent CRC member for Bokkeveld, who was one of the main forces behind the new deal being offered to farm workers in the Boland.

Mr Essop, whose fight for farm labourers goes back more than 12 years, told me in Cape Town this week that he will now concentrate on getting a new deal for domestic servants.

"After farm labourers, domestic servants have the rawest end of the living deal in this country and in many respects they are in as bad a position as farm labourers, as can be seen from the fact that the Master and Servants Act applied to them as well."

Mr Solly Essop

Mr Essop said he is currently preparing a memorandum for submission to the Government as well as a charter which he believes should be adopted by the Government and which would make it compulsory for employers of domestic servants to abide by it.

"There is the matter of a minimum wage, annual paid holidays, sick leave, hours of work, accommodation and travel to and from home," Mr Essop said, "which I believe is urgent."

He is preparing to have talks with the leaders of the Domestic Workers Union in Cape Town and hopes to make Cape Town domestic servants the base for his operation.

"Domestic servants," Mr Essop said, "often have to work in the most shocking conditions for a pittance and they have to work from sun-up to sundown. This is disgraceful. It's like slavery, and reallly must be stopped", he said.

He believes that it is his job to take up the cause of the domestic workers, because most of the domestics in the cities and towns in the Cape come from rural areas, like his own hometown, Beaufort West.

"They are my people and I feel it is my job, both as a person and as a CRC member, to fight for their rights," he explained.

Mr Essop also intends bringing pressure to bear on the Government to introduce legislation aimed at preventing people from taking young children away from their homes in the country to come to the cities to work as domestic servants.

"This practice of people, especially Capetonians, of going into the country to fetch young girls and in some instances, boys, to work for them, has become a cancer in our community and must be wiped out."

He said the exploitation of young children "is one of the worst crimes against our people and I want the Government to introduce legislation which will make it punishable with severe prison sentences for people who make slaves of our young children".

As these children are employed as domestic servants, he says, he feels that this problem should be viewed in terms of the domestic servants problem as a whole.

"I realize the Government are always wary of legislation in so far as farm labour and domestic servants are concerned," he said, "but I think it is time they realize that in the long term it will serve our country and its people far more if legislation is brought in to stop exploitation of domestics and children."

Sex lessons for maidservants?

Cape Times 31/7/75

DOCTORS, clinic workers and a spokesman for the Housewives' League said yesterday that domestic servants needed sex education and if White "madams" were to inform their maids about contraception, the illegitimate baby birth rate would drop.

Reacting to a recent report on the soaring rate of unwed mothers in the Peninsula, the medical and social experts interviewed agreed that most of the unwed mothers in homes in and around Cape Town were once maids in White homes who were allowed to have sleep-in visitors.

Mrs J C Golding, matron of Nannie Huis, Athlone, confirmed that most of the girls waiting out their pregnancies in her home had boyfriends who visited them regularly in their servant's quarters.

Once in trouble, the girls were inevitably ditched by their lovers. "These men get off scot free. Our hands are tied when it comes to helping pregnant girls to establish responsibility," Mrs Golding said.

She recently spoke to White employers on the problems they faced with overnight visitors in their backyards. "But what I've discovered from these women is that most girls applying for jobs aren't interested if they can't have friends as they wish," she said.

A special department to help track down these "reckless fathers would not be a bad idea. They should at least help out financially".

A spokesman for the Housewives' League described the domestic servant as the "loneliest person in the world".

Maids needed company, "Not that I advocate having them in and out of bed with everyone who comes along, but there's no way to keep boy friends out.

"And the transport system is such that it's often easier to spend the night. There's your problem.

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of contraception
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"Most of these gi
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See also Population - Urbanisation.

281

ful housing fees incr

Pearston from

187-687 per cent

Graaff-Reinet Advertiser 4/8/75

Domestic servants earn between R4 to R6

By Arthur Knott-Craig

IF I were a member of the Karoo Bantu Affairs Administration Board I would never be able to sleep. My conscience would not allow me to. This is the conclusion that comes to me the more I gather facts in regard to housing fees which they promulgated on June 27 in Government Gazette No 1262 without giving the public any warning.

I was telephoned from Pearston over the weekend and asked to investigate the increases in that town.

My informant, a farmer, said that the new fees were absurd, "because these people do not have the vaguest hope of meeting the new rentals."

His words were: "The new fees are downright sinful."

The increases vary from 187 per cent to 678 per cent. They are as follows:

Rooiblok — a new sub-economic scheme paid for by the Municipality of Pearston in 1966:

One-room: 68c (old), R4,75 (new) — 598,5 % increase.

Two-room: R1,05 (old), R5,12 (new) — 387,6 %.

Vaalblok

Site rental: 60c (old), R4,67 (new) — 678 %.

Lodgers fees: 40c (old), R1,90 (new) — 375 % (this is for a man, his wife and children).

Lodgers fees: 40c (old), R1,15 (new) — 187 % (this is for a woman and her children).

Lodgers fees: single: 20c (old), 75c (new) — 275 %.

Permit to enter the township — 15c (old), R1 (new).

Duplicate documents: 35c.

I was told that Bantu domestics earn between R4 to R6 a month, which is also a disgrace.

How then can they afford to live in one of thehouses in Pearston.

I was told that a Bantu man had paid R250 to build his own house before the Board took over the Bantu township. His site rental was 60c Now he pays R4,67.

Now let us look at what the Pearston Municipality charges for its Coloured population.

Old schemes:

Two-rooms R3,20 (which includes a service charge of R1,20).

Three-rooms: R4,70 (which includes a service charge of R1,20).

New scheme — 42 homes have been completed and the Coloureds are jovfully moving over because under the Bantu Board they would have to pay the same charge as the Bantu

Two-rooms: R3,9 (R1,20 service charge).

Three-rooms: R5,25 (R1,20 service charges).

Four-rooms: R6,60 (R1,20 service charge).

The service charges are for electricity, water, sewerage and other essential services like roads and are inclusive in the monthly payments.

Can your conciene allow you to sleep whil this state of affairs is allowd to go on?

The Karoo Board will explain

The chairman of the Karoo Bantu Affairs Administration Board, Mr Ken de Lange, told The Advertiser last Friday when interviewed in regard to the increased housing fees in Graaff-Reinet that a prepared statement would be issued to The Advertiser for Thursday's issue.

He explained that he and the Chief Director, Mr D. Meintjes, had just returned from Pretoria, and could not prepare a statement before this week

This morning, The Advertiser learns, the matter was discussed at the general meeting of the Board, which decided "that nothing could be done about it now."

(1) 281
(2) ~~324~~
(3) 144

Sunday TRIBUNE
31/8/75

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WAGE SLAVES

By TERRY McELLIGOTT

Servants' pay is national disgrace fumes Essop as he tells of woman who worked 12 months for nothing

THOUSANDS of domestic workers get "slave wages" of R10 or less a month. In rural areas wages of R5 and under are commonplace.

These shock statistics have emerged from an investigation by the independent Coloured Representative Council member, Mr Solly Essop of Beaufort West, who is seeking legislation to protect servants from exploitation.

Mr Essop, who told me this week that the wages of domestic workers are a national disgrace, will meet the noted Coloured poet Adam Small and also a representative of Cape Town's domestic workers organisation next month to discuss the results of the investigation and to draw up a charter to improve the servants' lot.

"The wages for which servants work constitute the biggest scandal in South Africa," he said. "It is essential that these workers should be protected by law."

Help

To illustrate how wide open to exploitation servants are he said that one woman had come to him for help after working for a year without any pay at all.

"She reported the matter to the police, but they said there was no law under which a criminal charge could be laid against the employer concerned.

"The woman, a widow with two sons to support, had asked her employer to look after her wages. Then, after 12 months, the employer chased her away and refused to give her any pay.

"The only action which can be taken is to sue the employer — and domestic servants obviously can't afford legal costs."

Mr Essop, chairman of the South African Coloured Farm Workers Union, said union members were investigating wages and working conditions of domestic servants throughout the country.

"And we have found that in the platteland R10 is the maximum which most servants can hope for."

He is to submit a memorandum to the Government seekin

legislation to enforce a minimum rate of pay. He will also seek a ban on the employment of children under 16 as servants.

"The age ban will put a stop to the widespread exploitation of child labour. This is a very serious problem in the Cape, where many children are working for next to nothing."

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EDITORIAL OPINION

DOMESTIC WAGES

MANY South African housewives would probably be shocked at the suggestion that a domestic worker who "lives in" and receives two meals a day should be paid a minimum wage of R50 a month. But is that really too much to pay for a good servant?

In these inflationary times the figure recommended by the Domestic Workers' and Employers' Project can hardly be called an unrealistic basis for discussion, in spite of the fact that the average domestic wage is probably about half that figure.

The main question to be asked is what criteria should be applied in the hopefully more enlightened era into which South Africa is moving. The price of labour will always to some extent be governed by its availability, but in any society there is surely also a basic level of remuneration below which nobody who is employable should be asked to work.

Indignant assertions that an employee is paid "the going rate" for a particular neighbourhood are often a convenient or thoughtless substitute for a more searching examination of the issues.

The attitude of the socially concerned employer in a country where there are such huge gaps in the distribution of wealth should not be "How little can I get away with?" but "What is the worth to me of the services offered?"

To pay a servant say 50 cents a day when one can easily afford to pay much more for services that are clearly worth more, is exploitation, and ultimately a denial of the dignity and worth of the individual.

Few employers who unquestionably pay "the going rate" would consciously put themselves in the category of exploiters, and would probably be most annoyed if it was suggested they were.

It is a poor justification to say that the wage offered was freely accepted. In many Black families the need for the mother to supplement the breadwinner's earnings is dictated by dire economic necessity.

In the larger metropolitan centres of South Africa the industrial forces that have in other developed countries long since phased out domestic service as a major avenue of employment, are beginning to be felt. But it is likely to be a long process.

What domestic workers need are more vocational schools to increase their value on the market, and revised legislation to give them better protection.

STAR 11/9/75

(1) 281

(2) ~~200~~

Therese Thompson

At least a thousand illegal foreign Blacks in the Johannesburg area, whose employers came forward to "legalise their position" at the urging of the Deputy Minister of Bantu Administration earlier this year, are to be repatriated.

Domestics told to quit SA

From Page 1

Bantu Affairs Commissioner, after furnishing proof that he had been in South Africa before 1968.

After being inoculated and finger printed, Mrs Braithwaite's domestic was conditionally registered for employment for six months pending a South African Police report and further investigations by the Commissioner's office.

Told to leave

When her domestic returned to the Commissioner's office early this month, he was told to leave the country within a month.

"Surely it is wrong for the department to go back on its word," Mrs Braithwaite said.

"My servant is bewildered and upset — he feels he has been double-crossed. I should have kept quiet and I would still have my servant."

However, the Johannesburg Bantu Affairs Commissioner, Mr F B du Randt, said the Deputy Minister's statement was "not to be interpreted as just a hoax" to flush out illegal immigrants.

"It only asked employers to uphold the law — to register their illegal staff.

"If they had not done this, these employers would be subject to prosecution and fines of between R25 and R30. The servants would then be immediately repatriated."

He said between 1 000 and 2 000 Black illegal immigrants had been registered at the Commissioner's office as a result of the Deputy Minister's appeal. "I would say all of these will have to return home," he said.

Out of hiding

"The Ministerial statement got them out of hiding. We now have them on record, have their finger prints and have tried to establish their identity and their date of entry into South Africa.

"Our enquires have determined who does and who does not qualify to stay in South Africa."

In terms of a notice to employers of Rhodesian Africans, issued by the Johannesburg Bantu Affairs Commissioner recently, only Rhodesians lawfully employed on March 1, 1968, in prescribed areas will be permitted to remain at their present employment.

Mr du Randt also said there were "thousands of Bantu from all the other neighbouring countries, both illegal and registered, who are in the process of or will soon be returned home."

In most cases they are being given one month to leave the country.

A Government official, who wishes to remain anonymous, said he was given to understand by Deputy Minister Mr Punt Janson's statement and department directives that those employers with illegal domestics who could comply with certain conditions, "would then be allowed to keep them in their employ."

"And this is what these employers thought when they came out into the open to register them. I even assured them that there would be no problem provided the servant could produce letters from his previous employers from before 1968 and the servant had a clean criminal record."

Statement

Mr Janson's statement said: "As it would appear that there is still a considerable number of foreign Bantu who have not yet legalised their stay and/or work position in the Republic of South Africa, I appeal to them in their own interest, to do so without delay.

"According to existing arrangements, citizens of neighbouring countries who have been in the Republic for many years may apply at their local Bantu Affairs Commissioner for the necessary documents to legalise their position."

Mrs G W Braithwaite, of Northcliff, Johannesburg, inquired about legalising her Rhodesian domestic at the West Rand Bantu Affairs Administration Board office immediately on hearing Mr Janson's statement.

She said she was assured that provided she could produce proof that her employee had been employed in South Africa before March 1 1968, and if other conditions were observed, "his position would be legalised."

Mrs Braithwaite paid registration fees for her domestic and a repatriation deposit of R20 to the

To Page 3, Col 1

STAR 12/9/75

Janson acts on foreign Blacks

And "mistakes" made over the repatriation of illegal foreign Blacks would be put right by his department, the Deputy Minister of Bantu Administration, Mr Janson, said today.

Mr Janson said he "honestly and sincerely meant every word" of his statement earlier this year urging employers to come forward and legalise the position of their foreign Black staff.

He denied it was intended as a hoax.

He was replying to a report in The Star yesterday about Johannesburg employers who had "come out into the open" at the Deputy Minister's request with their illegal foreign servants.

The employers had been told at the Johannesburg Commissioner of Bantu Affairs's office that, provided they could show proof that their servant had been employed — legally or illegally — in South Africa before 1968, and the servant had a clean criminal record, he would be registered and allowed to lawfully remain at his present employment.

RHODESIANS

Between 1 000 and 2 000 employers sought to legalise their foreign servants as a result of the Deputy Minister's statement.

However, this week, eight months after the Deputy Minister's statement, the Johannesburg Commissioner of Bantu Affairs, Mr F B du Randt, told The Star: "I would say all of these will have to return home."

He said the only Rhodesian servants who would be registered for employment in this country were those who had been "lawfully employed before March 1 1968."

Mr Janson said today his statement was "very definitely not intended, as far as I am concerned, to catch people out."

"Instructions at the time and the appeal which I made to employers and employees, went out with the intention of assisting people to comply with requirements laid down.

"For some reason or other they had not done up to that time."

He said that he meant by his statement that foreign Blacks who could comply with certain requirements "would be able to remain lawfully in South Africa."

"That is what I meant, and I have had no reason to change my mind."

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2 281

(1) 281
~~(2) 200~~
~~(3) 206~~

The day Victor becomes a loser

STAR 15/9/75.

It is a sad day for Mr Victor Dube.

Promises made by two Government Ministers to put right mistakes over repatriation of illegal foreign Blacks have come too late for him.

He is a Rhodesian domestic. And today the month's grace on his expulsion order runs out.

Mr Dube is one of more than 1 000 illegal foreign Blacks who came out into the open in January and applied for registration after a statement by Deputy Minister of Bantu Affairs, Mr Punt Janson.

Mr Janson asked employers of illegal foreign Blacks to come forward to legalise their position."

However, The Star found last week that almost all who applied for registration were being given one month to leave the country.

And that was regardless of whether they could comply with conditions stipulated when they applied to register.

Mr Dube's employer, Mrs A D Lyons, of Northcliff, Johannesburg, said he he had been in South Africa since 1967 and in her employment since 1968.

THE STAMP

She had been told at the Johannesburg Commissioner of Bantu Affairs office that he was eligible to stay under directives after Mr Janson's statement.

Mrs Lyons added: "When he arrived home on August 15 with his pass stamped that he must leave the country or take work on the mines or in agriculture by September 15, I felt quite sick.

"We all trust and love Victor.

"He is part of our family.

"He couldn't believe it when told to go.

"He thought it was all a big mistake."

Mrs Lyons telephoned the Commissioner's office today.

She said: "I wanted to make a last check that they hadn't cancelled his expulsion after the publicity The Star has given this affair.

THE PITY

"I was told nothing had changed.

"I was also told it was a pity my servant had to leave now as things could be completely different in a month."

The Johannesburg Deputy Commissioner of Bantu Affairs, Mr A H J Els, today said he had no comment to make on the illegal Blacks' repatriation issue.

R50 minimum for servants — call

Natal Mercury 15/9/75

281

Mercury Reporter

PIETERMARITZBURG — Domestic workers should be paid at least R50 a month, says Mrs. Qedusizi Buthelezi, assistant to the national director of Domestic Workers' and Employers' Project.

Hand-outs such as clothes and furniture in lieu of a cash wage were abhorred, Mrs. Buthelezi told a one-day seminar on "the domestic servant in Pietermaritzburg," on Saturday.

Speaking on "wages and conditions of service," she said most employers argued that R50 was too high.

"If that be the feeling, then employ your worker half-time at half the rate."

Mrs. Buthelezi recommended an eight-hour day and one full day off a week. Workers should get three weeks paid leave a year and a pension scheme was "desirable."

Overtime pay should be a minimum of 50c an hour, and baby sitting (with no extra work), 30c an hour.

In another speech, Mrs. Buthelezi said "even animals may be treated better than domestic workers."

The seminar was the first step in a campaign to improve wages and conditions for domestic workers in Pietermaritzburg.

A survey is to be carried out to establish the current average wage of domestic workers in the capital. In 1972 a survey by the Commission of Justice revealed that the average wage was R18 a month.

The large-scale solution to the training of servants lay in the vacational schools financed by municipalities or the Government, Mrs. Sue Gordon, national director project said.

She said the vocation schools should be staffed by experts.

Until domestic workers could undergo skilled training, most would not be in a position to demand an adequate wage.

More pay 'danger to their jobs'

Natal Mercury 16/9/75

281

Mercury Reporter

IF IT was compulsory to pay domestic workers R50 a month, the resulting cutbacks could cause widespread unemployment.

This view was expressed many times during a Mercury survey yesterday, following the call by the Domestic Workers' and Employers' Project for a R50 minimum to be paid to all domestic workers.

Mrs. Dorothy Perkins, chairman of the Natal Consumer Association, said yesterday: "Young families are already struggling with the rocketing cost of living. If they are asked to pay their domestics more they will have to cut down on the hours they employ them.

"This can only mean unemployment for a lot of people.

"I know of neighbours who last month sacked one of their gardeners and are now sharing the other one. He is getting the same wage and benefits, but they only have half the wage bill each," she said.

Of the 14 people spoken to, about half agreed that they would find the extra to bring their employees' salaries up to the R50 if it was compulsory.

But they pointed out that at present they were spending about as much as the salaries again, on food, accommodation, bus fares, uniforms, doctors' bills and other benefits.

Wages varied from R30 to R40 a month for a domestic living in, working a 5½ day week.

"If she asks for any more, she will have to go and I will buy electric appliances and do my own housework. My house is carpeted wall to wall," said one woman who works part of the year.

"I pay R23 for my domestic to work five hours, five days a week, and have promised her R25 at the end of the year. If she wants more, I shall have to cut back to two or three days," said a full-time worker.

A young father of two said his maid acted as nanny as well, till his wife returned from teachers' training college.

"I just can't afford

281

Domestic is 'legal' but must leave

(1) 281
(2) 200

STAR 22/9/75

Despite the recent assurances of two Deputy Ministers that any mistakes made over the repatriation of illegal foreign Blacks would be put right, they must still leave the country.

This was confirmed today by the acting Johannesburg Commissioner of Bantu Affairs, Mr A H J Els.

Deputy Ministers of Bantu Affairs, Mr Punt Janson and Mr W A Cruywagen, gave their assurances earlier this month following The Star's disclosure that at least 1 000 illegal foreign Blacks who had come forward to "legalise their position" at the urging of Mr Janson, were to be repatriated.

Numbers of employers of those to be repatriated said they felt "double-crossed" and that Mr Janson's January statement had been "a hoax."

However Mr Janson denied his statement was a hoax. He said he "honestly and sincerely meant every word" of it.

The new Deputy Minister in charge of foreign Bantu, Mr Cruywagen (who replaced Mr Janson) said he had never dealt with the illegal Rhodesian Blacks question and had never been approached about the matter.

INSTRUCTED

Mrs G W Braithwaite of Northcliff, Johannesburg, whose servant complied with the "legalisation conditions" yet who has been told to leave the country before October 5, today approached Acting Johannesburg Commisioner, Mr Els, to inquire if any change ha dbeen made in the department's repatriation order since the two Deputy Ministers' assurances.

Mrs Braithwaite said Mr Els told her that there had been no change.

"In fact Mr Els said that Mr Cruywagen had phoned Mr du Randt (the Johannesburg Commissioner) the day after The Star story and told him to stick to his guns, and 'get them all out,'" Mrs Braithwaite said.

"Mr Els said that he had been instructed by Mr Cruywagen's office not to use any discretion any more — they all had to go."

Mrs Braithwaite said she asked Mr Els for a month's extension for her servant "to fix up his personal matters." This was refused.

Mrs Braithwaite said she had been shown a directive signed by the Secretary for Bantu Affairs in Pretoria (dated July 31 1975) stating that only those in registered employment on March 1 1968 would be allowed to stay at their present employment.

Helping domestics help themselves

Natal Mercury 6/10/75

281

MS Qedusizi Buthelezi is a woman of many roles.

As a co-ordinator, organiser and counsellor of the Domestic Workers' Employment Project in Johannesburg she is kept busy advising and arranging projects for her fellow women.

Earlier this year, a domestic worker in Glenhazel, a suburb in Johannesburg, rang the DWEP office to say that she was anxious to start a centre of concern in her area.

Normally these projects are begun by employers who slowly ask African women to help them ith the organising and running of the centres.

"When this woman telephoned we were delighted to hear that maids were interested in starting one on their own," said Ms Buthelezi.

"This is what we are now trying to work towards — motivate domestic servants to start centres in other suburbs where there aren't any."

As an assistant to Sue Gordon who runs the DWEP office in Johannesburg, Ms Buthelezi was instrumental in helping the African women start their concern. She arranged first aid lectures, sewing, knitting, crocheting and literacy classes.

Another facet of her job is either telephoning or writing to an employer who has dismissed her servant without giving her her monthly wage, or following up any complaints the employee might have in connection with benefits or underpayment.

Ms Qedusizi Buthelezi recently visited Durban as the Domestic Workers' Employment Project's new co-ordinator of Centres of Concern.

SELF-SUFFICIENT

By the end of the year Ms Buthelezi feels that the Glenhazel centre will be able to run without her support and will be completely self sufficient. "I hope by then another centre has started so I can assist them to get on to their feet and once they are independent I'll move on to another project."

Audrey Cobden, co-ordinator of DWEP in Durban, is also looking for a Black woman who can assist her to get new centres off their feet.

Nice nanny may spark desire

RDM 14/10/75

Staff Reporter

SEXUAL desire of White men for Black women may have its roots in childhood experience of warm relationships with Black nannies, Professor Henry Lever of the University of the Witwatersrand said yesterday.

He was commenting on the view of the Nederduitsche Hervormde Kerk marriage counsellor, Mr P. S. Oelrich, that Black nannies created a disposition in their White wards to contravene the Immorality Act.

Prof Lever quoted a study by an American sociologist Prof John Dollard of White-Black relationships between Americans in the Deep South.

"Dollard found that the White child repressed his desire for affection for his Black nanny and that it later found expression as sexual desire for Black women" he said.

Prof Lever, a sociologist specialising in race attitudes in South Africa, has himself studied White attitudes towards Blacks sexually.

He found Whites were sexually attracted by Blacks, often regarding Black as particularly sexually potent.

Turning specifically to Black nannies, Prof Lever said: "The child needs to attach itself to a love object and where the mother is not available the nanny often becomes the love object."

As the child grows up it learns it cannot sustain its love because of social pressures. This leads to conflict and repression of it into the unconscious mind.

DESTROY

But, he said, repression does not destroy the love and it has to find some kind of outlet.

One outlet was for forbidden love to turn to hatred and reinforces race prejudices.

Professor Lever said his colleague, Dr Beryl Unterhalter's research into family life in flatland showed most mothers were opposed to leaving their children in the care of servants.

They spoke of the servants depriving the children of their affection — which pointed to jealousy, Professor Lever said.

Since the same mothers employed nannies to look after their children, they clearly experienced conflict about it.

Professor Lever said he was against employing nannies, whatever their colour.

281

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JNE, OCTOBER 12, 1975

SUNDAY TRIBUNE

[redacted]

By LINDA VERGNANI

Long, long wait as women pay 5 cents a night for a wood board to sleep on

WHILE their "madams" sleep in comparative luxury, dozens of domestic workers doss down in the courtyard, corridors and verandas of Durban's only hostel for African women.

Thokoza — Place of Happiness — is the only accommodation hundreds of workers can get in Durban. The hostel is built for about 700 women but up to 900 sleep there every night.

They are prepared to make their beds in a roofed-over part of the courtyard, exposed on two sides to the wind, or sleep on the verandahs or in corridors in the hope that one day they will get into one of the hostel's dormitories or rooms.

Thokoza also doubles as a hotel, with women visitors to Durban renting a bedboard or sleeping mat for five cents a night.

According to the popular matron, Miss Isobel Nicholson, the hostel has been overcrowded since she took the job 23 years ago. Any African woman legally employed or self-employed in Durban may stay at the hostel, which is run by the Port Natal Bantu Affairs Administration.

We treat them as adults

"We won't refuse accommodation to anyone willing to sleep on the floor," said Miss Nicholson. "We are geared to make the residents as happy as possible in circumstances which are frequently difficult. Our policy is to treat these people as adults and above all human beings, and I don't think I exaggerate when I say they are happy."

Unlike the women's hostel at Alexandra Township near Johannesburg, which is run on rigid lines, Thokoza is run informally. The building has a stark institutional look, but residents make

their own rules and can come and go as they please.

Hostels in most countries cater for the young and unmarried, but Thokoza houses mainly wives and widows with families to support. Some have been there for 30 years.

Mrs Alvina Radebe arrived at Thokoza in 1947 as a young girl and began by sleeping in the courtyard. After a few months she got a bed in a dormitory, and eventually a room. She says: "I grew here. This is my home."

She married in 1955 but no longer sees her husband.

Mrs Maria Gumede, a middle-aged domestic servant, still sleeps on a wooden board in the courtyard. She arrived at Thokoza last year and has stayed on because there is nowhere else.

Miss Nicholson said most of the residents were domestic servants, but there were many nurses and nursing aides.

Three women to a bedroom

Since all bedrooms are shared by three women and space is at a premium, husbands and wives cannot meet in privacy. But children can stay with their mothers at the hostel during school holidays.

The facilities offered by the hostel are minimal. While there are cold showers and toilets throughout the building, there are only four baths with hot water. Floors are bare concrete and the bedroom walls are a grey concrete wash. The women pay R2 a month for their bed and a straw mattress, or five cents a day for bedboards or mats in the courtyards, verandas or corridors.

They cook their own food in kitchen areas with large rectangular hotplates. The only time the hotplates are turned off is between 9 and 11am when they are cleaned.

Two of the women there have become full-time caterers. They sell food for 25 cents a plate — anything from curry and rice to mealiemeal or sour porridge. Both have lived at Thokoza for more than 15 years.

Laundry is done in a row of concrete sinks and residents get hot water from geysers in the ablution areas.

It was like a jail

But despite the cheerless surroundings, Thokoza is immensely popular. Miss Nicholson attributes this mainly to the absence of boarding-school-type regulations.

She said: "It was ghastly when I arrived — like a jail. There were very strict regulations. I decided that these people must be treated as adults. Any restrictions imposed now are personal ones the residents decide themselves.

These women sleep on wooden bedboards in the courtyard of Thokoza hostel. It costs them five cents a night and some have been waiting for more than a year for a proper bed in one of the dormitories or rooms

"There are no regulations in regard to men, for instance. But I don't think anyone would take a man to her room — the room is shared with two other people."

By 8pm most of the women in the courtyard are asleep — their employers expect them at work early. But a few from the Mbumbuma district usually sit up late into the night making beadwork to sell at the beachfront.

Exposed to weather

Many upcountry women bringing their produce to market spend a night at the hostel, and those entitled to seek work in Durban can stay for a few days. For them Thokoza offers safety, even if they are exposed to the weather. But for dozens of other women Thokoza offers the only hope of permanent accommodation close to their work.

Miss Nicholson said extensions to the hostel had been suggested, but rent would have to be out of all proportion to the women's wages. Often a servant was paid the same wage for years.

"They ask me if it is right that they get so little," said Miss Nicholson. "But what really appals me is that so many employers do not even know their servants' names. They phone and ask for Annie or Sally. If they can't even find out their servant's surname is she really being treated as a human being?

"I think it's because we're treating people as individuals at Thokoza that we're so overcrowded."

281

Star 17/10/75.

Let nannies in—official

(1) 262 Tot (2) 271 (3) 281

Superintendents at Johannesburg paddling pools were told officially today: Let the nannies in.

"There is a clear instruction from today that nannies will be able to accompany their charges to all pools where no entry fee is charged," Dr A D Bensusan, chairman of the city council's health and amenities committee said.

But he added that the key word was "accompany."

"The idea is to accompany the children, not that the nannies should swim themselves," he said.

Any superintendent who now ejected nannies would be disobeying instructions.

Commenting on the refusal of the district pool superintendent at Parkhurst, Mr Steve Naude, to let Black nannies in, Dr Bensusan said there may have been a misunderstanding until now, and no action would be contemplated against Mr Naude.

Superintendents would be disobeying orders if they ejected Black nannies from the area — but they would be in order if they told Blacks paddling in the pools to get out of the pool itself.

Blacks are specifically excluded from regional pools where fees are charged.

But nannies in Johannesburg were not visiting district swimming pools today — this time the weather was to blame.

R.R. News Oct. '75 (281)

Domestic workers start own centre

The first grassroots project involving domestic workers has been launched in Sandringham, Johannesburg, by Miss Qedusizi Buthelezi, who joined the Domestic Workers and Employers Project at the beginning of the year.

"We seem to be the only people in Johannesburg without a Centre of Concern," complained Mrs Tiny Mchunu when she telephoned Miss Buthelezi, after having read an article on DWEP activities in *The World*. "We are very bored, our lives are dreary. What can we do?"

Mrs Mchunu and six like-minded domestics, bent upon improving the quality of their lives, met Miss Buthelezi round the dining-room table of Mrs Mchunu's employer. Here the women discussed their needs and decided on the most suitable church halls for their projected meetings. They have resolved to invite talented women to share their skills with the group once a permanent venue has been established.

Since the first meeting in May, two more have been held and the group has grown to proportions that underline the urgency of obtaining more spacious quarters.

This will be the first Centre of Concern initiated by the domestic workers themselves, all former ones having been inaugurated by white women wishing to work with and for the domestics. It would seem to be the ideal arrangement, provided that the churches make their facilities freely available and that those with skills to share answer the call for their services.

Already the precedent appears to have been set and a group of domestics in Yeoville are asking help in setting up a Centre of Concern for themselves.

Miss Buthelezi spent the first four months of the year at the National Youth Leadership Training Programme in Durban and the skills that she acquired there are essential in guiding African women in forming and working with committees, a concept foreign to them.

Domestics at established Centres of Concern are equally in need of such help. In most cases the White women recognise the necessity of a Black committee to make decisions and help the centre, but it is almost impossible to develop a working committee without the assistance of a trained Black organiser as the concept of committees is foreign to the traditional African.

Miss Pusetso Letlabika of the S.A. Council of Churches, has helped over the years in establishing some such committees, as did Miss Maphiri Masekela, her co-worker. However, as most centres operate chiefly on Thursdays there is a need for far more trained leaders in order that the domestic workers may be educated to take their rightful share in the decision-making and responsibility at the Centres of Concern.

Many Blacks, including adults, seek to improve themselves by enrolling for further education — by post. But this thirst for knowledge is not always enough on its own. It is claimed some applicants are out of their academic depth. ROGER DEAN investigates.

Thirst for education not enough

"Qualifying tests would "stop this waste"

Correspondence colleges "have to trust them"

Africans seeking to improve themselves are being enrolled for correspondence courses that are way beyond their capabilities, it has been claimed.

Mrs Maureen Martus, of the Centre of Concern in Bryanston, said applicants should be given some kind of qualifying test before being accepted for a course.

"Too often they find they are completely out of their depth," she said.

"The wastage is tragic — both in terms of time and money, and because they then become discouraged with the whole idea of education."

Mrs Martus said domestic workers came to the centre seeking extra tuition for courses that were beyond them.

They could be helped only if their work was realistic.

"Colleges should draw up a basic test for each year in every subject to determine what candidates are capable of," she suggested.

She also charged that supervision over the courses was inadequate: some students had to send in work for marking only.

"There should be far more counselling and twice a year.

And there should be stricter control over all correspondents' basic qualifications."

The registrar of the Correspondence College Council, Mr J T Steirs, said no complaints had been received on this score.

"It would be very difficult to lay down specific entry standards," he said. "The courses vary so much."

Applicants presumably felt satisfied they could cope with a course when they enrolled.

Mr Steirs advised all students to study their contracts carefully before signing to see if they could switch courses.

College principals say they have no real choice but to accept the educational standards applicants claim for themselves.

Correspondence colleges are barred under a code of conduct published three years ago from accepting anyone who is obviously incapable of completing a course.

The code was laid down by the Correspondence College Council, a body set up by the colleges to police themselves.

Much of it deals with misleading advertising, but the question of candidates' qualifications has long been a thorn in their side.

Their literature points out what the requirements the necessary background."

But Mr Brummer scorned the idea of a basic entrance test:

"There is really no such thing as a basic test — to be meaningful it would have to be quite elaborate.

"It just isn't practical. Many of our students live out in the homelands, the test would have to be mailed and then there is no guarantee that they don't get help."

A similar view was expressed by Mrs E Nonyongo, registrar of the Turret Correspondence College which is perhaps second to Damelin in the African market.

"We do give a diagnostic test to applicants for Form 3 English," she said. "Otherwise students

Students work at their own pace and there is no guarantee they will meet the terminal dates indicated for their studies.

At Turret the requirements are considerably less: a minimum of four written papers in a year, and even this may be reduced.

Mrs Nonyongo stressed there was a test at the end of each study and free tutorials were offered where needed. But at R20 for a single matric subject the basic cost is higher.

Such provisions are no doubt adequate for a student accustomed to working on his own.

But it may be questioned whether they meet the needs of an African however highly motivated, who is unused to that kind of study.

2-WAY AID FOR SERVANTS

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Mercury 8/11/75.

Mercury Reporter

PIETERMARITZBURG — A domestic workers' assistance office to match employees to employers has been established here.

The office, at 250 Boom Street, is part of a general campaign by the Domestic Workers' Action Committee to improve the lot of such workers in the capital.

A spokesman for DWAC, Mr. Paddy Kearney, said yesterday that prospective employers looking for servants and domestic servants looking for jobs could all be helped at the office, which is staffed by voluntary workers.

So far the office has only been opened twice but the response has been good.

The office will be open on Monday, between 1 p.m. and 2 p.m.

The problem of absentee mothers

J TRAN 11/11/75

- The rising cost of living and growing pressure on the land in the homelands are the causes.
- Increasing migration of Black women into White areas in search of work is the effect.
- An unknown number of part-time orphans is the result.

Jill Nattrass, a lecturer in economics at the University of Natal, is working on a doctorate on the migrant labour system and talks about a growing new class of labour migrants — women, reports SALLY ANTROBUS.

"Even if we assume that only half of all the women migrants have got families, that still leaves considerable numbers of children without mothers — and probably without fathers as well — for extended periods while they grow up," said Mrs Nattrass.

They will of course be cared for. But it hardly needs pointing out that grandparents, older brothers and sisters, or aunts already loaded with their own children cannot properly fill the roles of absent parents.

Family

Mrs Nattrass emphasised that she is an economist, not a sociologist; and also that very little work had been done on female labour migration.

Nevertheless, her figures give an insight into women's predicament in the labour migration system that is forced on so many Black South Africans.

The total official number of female migrant workers in 1970 was more than a quarter of a million. By now this figure will have grown, and it could be more than a little inaccurate anyway because of illegal migrancy.

"As it has become more difficult to migrate through the legal channels, so the incentive to migrate illegally has increased," said Mrs Nattrass.

Of all the women migrants in 1970, less than 50 000 were younger than 20, which means that the great majority can be presumed to be mothers.

Money

None at all, according to the population census, were older

MRS JILL NATTRASS —insight into women's predicament.

need schooling that makes rural women join the urban labour pool — just when children need them most.

Their desire not to be too far from home and children emerges through a look at the geography of female migration.

The percentage of men migrants in different kinds of industry — except mining because of the great number of foreign labourers — does not vary much with the tribal allegiance or home district of the workers.

"Women, on the other hand, are very sensitive to districts and distances," said Mrs Nattrass. "From the big outlying districts there are hardly any women migrating because they would have to go such a long way away to find get home over weekends and days off."

To make it worse, women migrants earn less than men in most jobs. In the professional sector — nursing and teaching mainly — women earn salaries that are only 67 percent as high as the men's (in the Durban area).

In selling and semi-skilled jobs which involve only five percent of women as against 14 percent of men, their wages are 63 percent as high as men's.

And in unskilled jobs, where most women migrants are working, their average wages are just over half what unskilled men earn.

It is only women domestics who earn more than men domestics — because women may be up to 50 years old, while men working in this sector are generally very young.

System

On average, Black women are slightly better educated than men, but the benefits of more years of schooling for women in the homelands are lost with migrancy, because it is the better educated people who leave first in search of urban work, according to Mrs Nattrass's study.

"There is little doubt that the modern sector of South Africa has, up to date, benefited substantially from the perpetuation of the system," she said.

"And it seems inevitable that the system will continue for a long time, for as long as people's survival depends on remittances from urban workers.

(1) 281
(2) ~~286~~

Employers of servants may use pension plan

Daily News 14/11/75

Financial Editor

EMPLOYERS of Black domestic servants will be able to take advantage of the Old Mutual's Group Pension Plan which was launched recently.

Mr. E. J. Fourie, the company's pensions' manager in Durban, said yesterday that people wishing to make provision for a pension for their servant would be asked to pay the Old Mutual an annual subscription in advance.

An annual contribution of R60 would provide R103 a year at the age of 60 after 10 years in the plan. After 25 years, at the same rate of contribution, the annual pension would be R575 at 60 and R637 at 65.

Mr. Fourie added that some employers might want to put away R10 a month, or R120 a year.

LONG SERVICE

"Arrangements can be made to pay contribution half-yearly in advance and if a servant has clearly given long service, an employer may like to put down an initial lump sum of about R200 in recognition of this loyalty.

"Many employers feel the need for this as their servants have worked for them for a long time but no pension benefits have been built up."

The Old Mutual's plan allows a pension benefit to accumulate irrespective of the number of times service has been interrupted or the place of employment has been changed.

On retirement, the total sum accumulated plus interest, is used to provide a pension. Provision is also made for benefits to be paid on death or in the event of disability.

MADAM, DID YOU KNOW THIS . . .

Stars 28/9/75 — 1,281 2—246 3—319

Madam, it could take about a quarter of your servant's wages to get to work every morning.

In the past 10 years the cost of commuting from the Black townships to work has more than doubled — from about R4 upwards to more than R9.

But it is in the past few years that the pinch has really come for Black workers.

Their transport costs were kept low in the past by subsidies, but they have risen dramatically in the past three years.

Take Mrs Anna Buthelezi of Soweto, who has worked in Randburg for 10 years. Like thousands of Blacks who are forced to live far from their places of work, Mrs Buthelezi has to commute daily in uncomfortable and irritating situations to earn R40 a month as a domestic servant.

Rises at 4.30 am

She says: "Nearly a quarter of my salary is spent on travelling to work. If for any reason I have to visit a relative or friend at weekends or take a sick child to hospital, I spend even more — and that means I have to forego something to eat."

She gets up at 4.30 am and leaves home at 5 am to reach work by 7.30 am.

She has to change transport three times in the morning and three times in the afternoon.

She takes a Putco bus from near her Emdeni township home to travel to Naledi station where she catches a train into the city. In town she walks eight blocks to catch another bus to Randburg.

In all she pays R9,55 a month for her transport against the R4,20 of 10 years ago.

The Railways, which carries 200 000 workers a day from the Black townships, has steadily raised fares over the past 10 years.

A Factory Worker

In 1965, for instance, a third class monthly ticket from Naledi in Soweto to Johannesburg was R2,50. Today it is R4.

For an Orlando resident who paid R1,48 in 1965, the rail fare has gone up to R3,24 for a monthly ticket.

Mr Sello Maphekela, a factory worker, lives in Diepkloof, Soweto, and has to get a train to his place of work in Jeppe. He first catches a bus near his home at 6.30 am each day to get to Orlando Station 6 km away.

His transport to work costs R9 a month on average, but again this does not include travelling he does in leisure time.

Adding visits to friends and relatives at weekends could mean another R10 a month because he may often have to get taxis. In other words, he is likely to spend a total of about R20 a month on transport out of his R95 salary.

"It seems we are earning our money to pay for getting to work," says Mr John Kambule, of Orlando East, who uses taxis and Putco buses to commute to Steeledale, where he works. He pays R8 a month for taxi fares and R6,80 a month for the bust trip.

Rising Costs

As Putco is pushing up its fares by up to 14 percent from the beginning of next month, Mr Kambule and about 32 000 other workers who us

Mr Albino Carleo, managing director of Putco, said his company was justified in asking for the increase because of the rise in costs. "We have to continually review and revise fares," he said.

Mr T J Makhaya, Soweto's "mayor," has repeatedly called on employers of Black labour to improve wages to meet costly daily travelling.

He, and members of the Soweto Urban Bantu Council have even made strong representations to Government bodies and employers of large Black labour for increases.

Dissatisfaation over fare rises in many parts of the country have often become focal points for expressing resentment and frustration.

Bus Boycotts

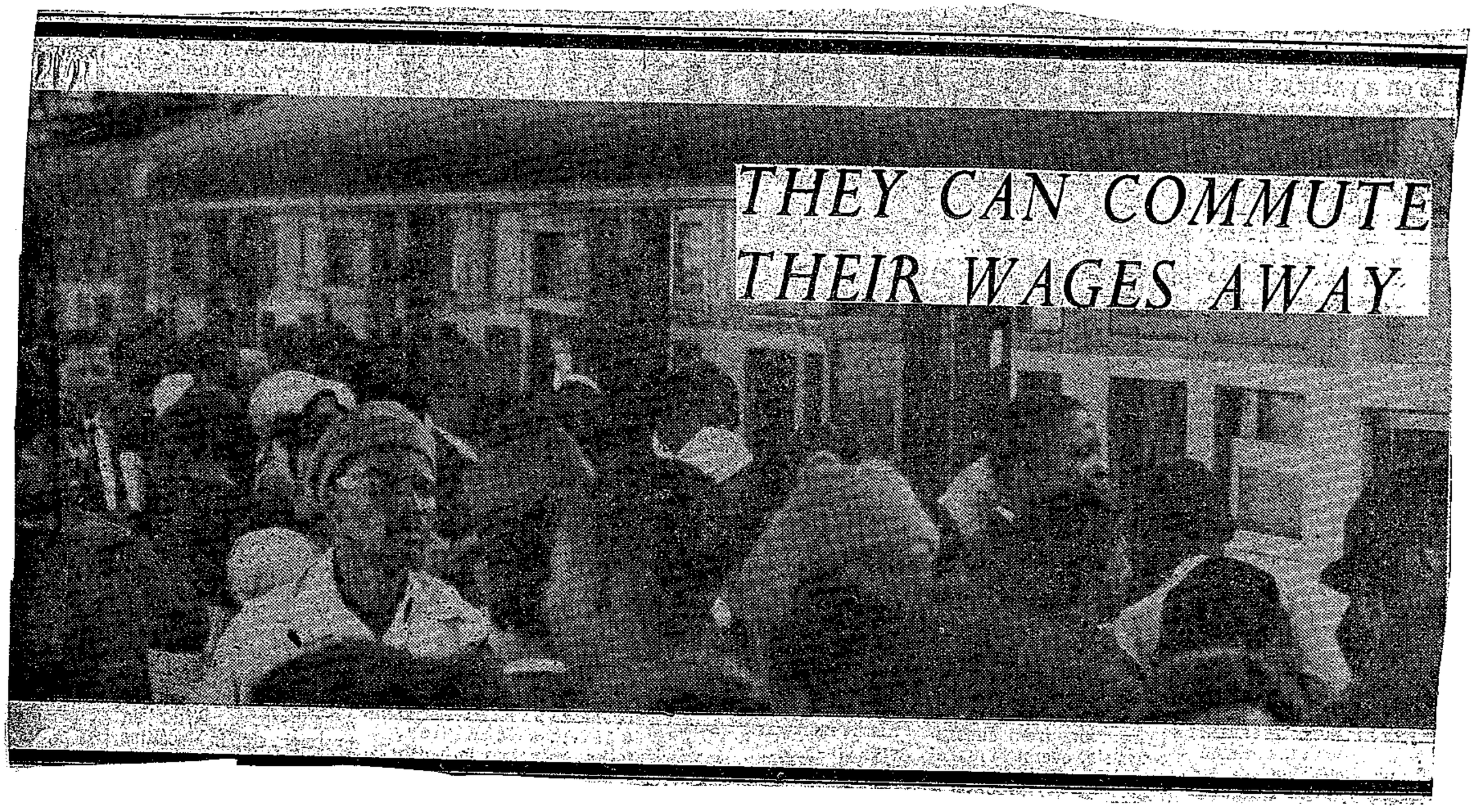
In 1957, 50 000 residents of Johannesburg's Alexandra Township daily walked 28 km to and from the city for nearly three months rather than pay increased bus fares.

It was the cry heard in 1971, at strife-torn Gelvandale outside Port Elizabeth, and echoed once more in East London environs during an eight-week bus boycott last year.

Recently at Newcastle, in Natal, production and lives were again lost as the boycott, taking 180 buses off the road, dominated a riotous and tension-ridden month. The fares have been reduced to their previous level pending an inquiry.

These events have focussed attention on the delicate financial balance that exists in Black society where a rise in cost which the average White person does not notice places an unbearable burden on the mass of Black people.

Langa Skosana



STAR
2 s/11/75

Pretoria domestics' wages 'shocking'

RAM 28/12/78

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Pretoria Bureau

WHITE families living in Pretoria spent an estimated R44-million on domestic servants and gardeners in 1977, according to a report released by the University of South Africa Bureau of Market Research.

Of that amount, R27-million was in cash wages, the remainder representing payments in kind, such as food, clothing and medicine

The average cash wage for a domestic servant was R36 per month, but the average total payment in cash and kind to a living-in servant R75, and for a domestic not living-in R56.

But Mrs Leah Tutu of the Johannesburg Domestic Workers and Employers Project, said she was shocked by the cash wages for full-time domestic servants reported by the survey.

"The average cash wage in Johannesburg is 50% higher and averages R45-R50," she said.

"I am also highly sceptical about the working hours quoted in the report. Our experience is that most domestics work a 12-hour day during the week."

The conditions of employment for domestic servants were reported as relatively favourable. During the week they workkd an eight-hour day, four hours on a Saturday and three hours on a Sunday.

Sixty per cent had at least 15 days annual leave, usually paid.

Less than half of the employers interviewed said that they would do without their domestic servants — and then only in times of great economic hardship.

was passed, or it was company policy to have one, or
ualify for a works committee. About 26 (9%) gave
low level of education among their African workers
e with a system of negotiation, while a further 12
ommittees on the advice of outside agencies such
or the Steel and Engineering Industries Federation
vanced the reason that works committees resemble
This is not quite correct for the differences between
trade union are more marked than the similarities.
sulate the fear of collective bargaining which
than the Verster survey indicates. Yet another
that liaison committees are consultative rather than
is, I believe, the crux of the matter. The disparity
on and works committees established since the 1973
cate that management perceives its interests to be
control through consultation. Whether this is
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The Works Committee in Practice

We turn now to a consideration of works committees. In January 1973 there were only 24 statutorily-constituted works committees throughout the Republic[33] but by the end of March of that year these had increased to 31.[34] At the end of 1974 the number of these committees had reached 207[35] and of these, 98 (47%) were located in the Transvaal,61 (30%) in the Cape, 45 (22%) in Natal, and 3 (1%) in the O.F.S. Later information put the number at 239 in May 1975, a ten-fold increase in a little over two years.[36]

The Verster investigation collected less satisfactory data on these committees than it had on liaison committees. This was due in part to the fact that management is not represented on a works committee and in many instances was not able, therefore, to complete the questionnaire satisfactorily. In some cases, apparently, the works committee members viewed the questionnaire and its purpose with suspicion. In June 1974 questionnaires were sent to 124 organisations of whom only 34 responded. These 34 had established 41 works

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33. Hansard 7 columns 485-7, 20 March 1973.
34. Hansard 10 columns 632-4, 10 April 1973.
35. Hansard 10 column 691, 15 April 1975.
36. Rand Daily Mail, 22 May 1975. Cited in: Muriel Horrell and Tony Hodgson. Op.cit. p.212.

Cape Times 11/2/76

Domestic worker is fined

Staff Reporter

A RONDEBOSCH widow, Mrs Barbara Graves, yesterday admitted to a Bantu Affairs Commissioner, Mr L van Wyk, that she had employed a domestic worker who was living in the area illegally to nurse her ailing husband.

Mr Van Wyk found the worker, Mrs Cynthia Njameni, guilty of being in the Peninsula without a permit and fined her R20 (or 40 days) suspended for 12 months. She was also fined R10 (or five days) for failing to produce her pass.

In a statement before the court, Mrs Graves said she had applied in 1971 for Mrs Njameni to be registered. She had tried to get a good servant as her sick husband needed care.

Her husband had died in the meantime.

Mr J Fourie prosecuted. Mr A Solomon (of Sonnenberg, Hoffman and Galombick) appeared for Mrs Njameni.

(1) 281

~~(2) 370~~

(3) 201

Miss Oewies

Cape Times

Talks on domestic workers

2/3/76

Staff Reporter

MISS MAGGIE OEWIES, full-time organizer of the Domestic Workers' Union, will this evening start a series of addresses to employers on the difficulties of domestic workers.

She will tell various women's organizations of the situation of domestic workers who come to Cape Town as migrant workers.

There was no job security and, sometimes, no basic wages paid to them. Parents of domestic workers should know what their children were going in for before allowing them to come to Cape Town, she said yesterday.

She will also speak out strongly against underaged children being employed illegally as domestic workers.

Domestic workers who left school by Standard Five had no skills or domestic science training. This put them at a disadvantage when working with technical equipment. She would emphasize that domestic workers should be skilled.

Miss Oewies will speak to employers and domestic workers in Mossel Bay, Oudtshoorn, George, Knysna and Plettenberg Bay.

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Tabel 15 Uiteensetting van faktore wat moontlik n invloed op die arbeidstekort kon gehad het

Item	Eenheid	Boere wat nie arbeids tekorte ondervind het nie	Boere wat arbeidste-korte on-dervind het
Aantal gevalle	-	150	41
Persentasie van die gevalle	%	78,5	21,5
1 Gemiddelde aantal betaalde vakansiedae per jaar	dae	14,8	11,8
2 Gemiddelde aantal Saterdae wat arbeiders werk per jaar	dae	17,7	21,4
3 Gemiddelde aantal werksu per dag			10,6
4 Persentasie boere in bet groep wat arbeiders verg volgens bonusstelsel			87,8
5 Persentasie boere in bet groep wat georganiseerde vermaak aanbied			24,4
6 Gemiddelde afstand vanaf naaste dorp of stad			19,8
7 Gemiddelde belegging in behuising per permanente wasse manlike arbeider			746
8 Weeklikse loon per geree arbeider	R	11,14	10,50

Met die Tabel onder beskouing is dit met die eerste oogopslag duidelik dat daar nie n ernstige arbeidstekort in die ondersoek gebied was nie.

Verder kan afgelei word, veral as daar gekyk word na die sosiale faktore (1 tot 3), dat arbeiders van boere wat nie tekorte ondervind het nie, effens beter byvoordele geniet.

Die gegewens vandie boere is toe verder verwerk deur gebruikmaking van n reglynige regressiefunksie ($Y = a + b_1X_1 + b_2X_2 \ldots\ldots\ldots b_nX_n$) om meer spesifiek die betekenisvolheid en korrelasie te bepaal tussen die afhanklike veranderlike en die onafhanklike veranderlikes. In hierdie geval was die afhanklike veranderlike (Y) gelyk aan arbeidstekort en faktore 1 tot 8 soos in die tabel, gelyk aan die onafhanklike faktore in die regressiefunksie.

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Domestic workers take to driving

PEOPLE Anne Baron 8/4/76
RDM.

THERE'S A new sort of domestic servant popping up in Johannesburg. In the suburbs they are seen racing to the shops to buy newspapers, milk and bread and once the chores are over there is supermarket shopping to do and children to fetch and carry from school.

Monica Letlape is one such domestic . On January 28 she became the proud owner of a licence after her fifth attempt, and shortly after bought a motor car.

Being a saleslady over the weekend made it awkward for her to carry all her goods on a bus. Now it's no problem.

On Sundays she goes for afternoon drives, visits her friends and in the evenings she sometimes takes people to choir practices.

At R6 a lesson it cost Monica a small fortune. "I went to lessons for over a year but it was worth every cent."LENA HLONGWA must have been one of the first domestics go get her licence way back in 1961.

"I was a nanny at the time and wasn't experienced in cooking and baking. This made it difficult for me to find a job. "I kept on wondering what work I could do so that I could earn a little more money. One day I thought of getting my driver's licence....in those days it was R2 an hour for a lesson." Within three months she got her licence which meant better pay working at a dry cleaners collecting clothing and later as a driver/-maid for an elderly woman. "I would drive her to the hairdresser, take her out for tea or to her daughter."

"WATCH OUT for the wall, careful, watch out . . . put your brake on," screeched Sophie Inyathi.

"Phew, we nearly went through that wall," breathed Sophie with an enormous sigh of relief. It took us a few minutes to recover from the shock.

"Next it could be somebody's child or house or dog, no thank you very much, I'm a lot happier on Sundays in the open parking ground where there's no traffic.... nobody to bump into."

Sophie Inyathi a proud owner of a car gives driving lessons to domestics at the Forest Town Centre of Concern in Durris Road.

Prepared to risk her car being crashed, ruined or dented by learner drivers, Sophie insists that her people must become more competent so that they will be qualified for better jobs.

"If you've got a driving licence you can get a job at a florist shop, dry cleaners or as a driver/maid with an elderly couple."

When Sophie passed her driving test on that joyous day five years back —"the day I'll never forget because I thought I'd never pass,"— she didn't think of deserting the family she had been working for, for many years. "I'm about to get honours soon, I've been working for my family for nearly 20 years."

She believes that she only managed to get her licence with the help of a witchdoctor who cast a special spell on her.

"He spoke to my ancestors who arranged for every robot to be green.....I just sailed through the test. I never stalled the car on a hill and parked beautifully."

Today she has well over 30 pupils at Forest Town and just as many at Sandton City Centre of Concern. "One of them has got their licence, many of them have had their learner's licences a few times but because I'm the only teacher they expire before they have learnt to drive properly."

Before she allows a pupil into a motor car Sophie gives her a demonstration of how to sit in a car and exactly what they have to do. "Now let's see you sitting...no you are sitting as if you were in the house, not a car. Using cigarette boxes, match boxes and timber as the clutch, accelerator and brake she proceeds with her demonstration. "Bang, boom crash," she echoes as her feet touch the relevant boxes.

Two months ago Sophie bought a car. "It was the same when I was having driving lessons, I had to do a little gambling here, a little scraping there and a bit of saving," said Sophie.

"I love my little khundu (my little loved one) she goes like a bomb.

"I'm also studying hard to become a qualified driving instructor."

Sophie and four of her friends have promised themselves a trip to Durban in her car before the year is out.

"We'll come back penniless but there's nothing nicer than relaxing in a hotel for a week."

(1) 306
(2) 281

Fines for not taxing servants

28/4/76
STAR

Pretoria Bureau

Many housewives are unwittingly contravening the Bantu Taxation Act and are liable to heavy fines.

Pretoria householders and firms this week received reminders about taxation together with their water and light accounts.

A Department of Bantu Administration spokesman said today that the reminders were sent out to determine how many people were contravening the law.

"Anyone who employs a Black man or woman and who pays them more than R6.91 a week or R30 a month must register themselves as an employer," the spokesman said.

DEDUCT

"People who employ Blacks and pay them more than the prescribed wages must deduct tax monthly. Failing to do this makes an employer liable to a fine of R400 or to imprisonment for a period of six months, or to both."

The spokesman said the tax rate of a monthly wage of between R30 to R40, for example, was 10 c. Tax rates on higher wages increased on a sliding scale.

Deduction tables and full particulars are contained in a brochure which are given to employers on registration.

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9/5/76 S TRIB

R30 A MONTH FOR ELSIE

...from the woman who says R60 is fair for servants

By RICHARD GIBBS

MRS CONSTANCE KHUZIWE NTSHONA, well known Soweto businesswoman, civic leader and champion of Black women's rights, reacted angrily this week when asked why she paid her domestic servant only R30 a month.

In a newspaper interview last year in which she lashed out at White women for treating their servants poorly, Mrs Ntshona said: "Pay is important. I think R60 a month would be right, but just as important is the treatment."

This week when she was confronted with the fact that she pays her servant only R30 a month and makes her live in a draughty, poorly furnished backyard room, she said:

"I am not prepared to pay my domestic the same as a White woman because I don't get the same income as a White woman."

Mrs Ntshona — known as the "Helen Suzman of Soweto" — refused to disclose her approximate monthly income from the grocery store, butchery, dry cleaner's and fish-and-chips shops she owns.

Gesticulating angrily, she said: "Don't write this rubbish. I'm warning you now."

The confrontation occured during a joint **Sunday Tribune**-Weekend World probe into the wages and working conditions of Black domestic workers in Soweto.

Respect

The investigation showed that Black women employed by the "elite" in Soweto generally get a better deal than those in White suburbs, but in some cases their wages and living quarters are poor.

Most Black employers treat their servants with more respect and understanding than Whites. They also tend to accept them as part of the family.

But there are exceptions.

Mrs Ntshona's maid, Mrs Elsie Shabalala, complained about her wages and living quarters when we interviewed her in the comfortable lounge of Mrs Ntshona's house in Dube, cynically referred to by local Blacks as the "Beverley Hills of Soweto."

Mrs Shabalala, 62, and a mother of six, said: "I am not happy. I think it is better to work in town . It is a pity the Whites I was working for in Rosebank had to sell their house. My children are even complaining because they can't come and see me anytime they like."

Mrs Shabalala said she was not happy with her wages or the small backyard room she lived in. She also felt she was not treated as part of the family by Mrs Ntshona.

When we relayed this to Mrs Ntshona she said: "This is utter rubbish. My servant is very happy. We Blacks treat our servants as part of the family.

"As far as pay is concerned this is a personal issue. I believe you cut your coat according to your cloth. You shouldn't employ a domestic if you can't afford one. Me, I need a domestic."

R30-a-month mother-of-six Elsie Shabalala: "I am not happy. It's a pity the Whites I was working for had to sell their house"

Mrs Constance Ntshona: "This is utter rubbish. My servant is very happy. We Blacks treat our servants as part of the family"

Told that the Institute for Race Relations had laid down a minimum of R55 for living-in domestics, Mrs Ntshona said: "I'm not prepared to pay my domestic the same as a White woman because I don't get the same income as a White woman."

Most domestic workers refused to be interviewed without their employer's permission.

Domestic Workers' and Employers' Project, said she had heard from her Black colleagues that domestics' wages were lower in Soweto than in the White areas.

"Some domestics are particularly exploited by their Black employers. Families get some distant relative whom they install in the house as an 'aunty' and treat like a slave," she said.

Mr Ephraim Tshabalala, the Soweto millionaire tycoon, would not allow his domestics to be interviewed.

"My domestics are treated as part and parcel of the family," he said. They share meals with us and are given the freedom to do many of the things we do in the house.

Wages

"I can say without doubt that I pay better than many Whites. But I still maintain that we cannot compete with Whites when it comes to paying wages, because people like us have businesses that are not making money like the Whites'."

A domestic employed by a Soweto professional man had no complaints about the R28 a month she was paid. "I used to get R7 a month when I worked in Queenstown," she said.

Mrs Sue Gordon, national organiser of the Black Sash, said no one should employ domestics unless he could afford to pay a decent living wage of at least R50 to R55 a month.

"But domestics employed by Blacks are still in the minority. It is not a problem like domestics employed by Whites," she said.

While Blacks might not in all cases pay their domestics as well as they should, "they generally treat their helpers in a far more humane and respectful manner than Whites."

Mrs Lindy Myeza, secretary of the International Women's Decade group, appealed to all employers to treat their domestics as human beings.

Mrs Leah Tutu, wife of the Anglican Bishop-elect of Lesotho, Dean Desmond Tutu, and a social worker with the Institute of Race Relations, said no one should employ domestics unless he could afford to pay a decent living wage of at least R50 to R55 a month.

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SUNDAY TIMES
9/8/76

Rhodesia grabs workers' pay

By CLIVE EMDON
Labour Correspondent

AN AGREEMENT between the South African and Rhodesian governments means nearly all Rhodesian Africans working in the Republic are being forced to have 40 to 66 per cent of their pay deferred and sent to Rhodesia.

The move is seen as a new attempt by South Africa to help bolster Rhodesian foreign exchange.

Spokesmen for the West Rand Administration Board confirmed yesterday that the new deferred pay regulations came into effect on April 1.

They affect all domestic workers, farm labour and workers in the mining industry, and workers employed by hotels or licensed restaurants.

They affect all workers on 18-month contracts. Employers must conform to regulations by submitting deferred payments to the Bantu administration boards which pass them on to the Rhodesian Government.

The Rhodesian labour attache's duty is to ensure that each worker's deferred pay is sent to a post office nearest his home. It is understood workers' wives can draw on the deferred pay account if their husbands agree.

The new regulations will affect thousands of men working in South Africa. They appear to be part of a Government programme to ensure strict control over all foreign workers.

Earlier this year the Government granted an amnesty for all Rhodesian workers working illegally to declare themselves and become registered workers.

ARGUS 16/6/76

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R50 wage plan for domestics

DOMESTIC WORKERS who live in should have a minimum starting salary of R50 a month, a working day of eight hours, three weeks' fully paid leave a year, and accommodation with a bath or shower and a toilet that works.

These were recommended conditions of domestic work set out in a charter, which will be distributed nation-wide tomorrow. The charter was drawn up by the Domestic Workers and Employers Project, promoted by the Institute of Race Relations, of South Africa.

Ten thousand copies will be distributed to domestic workers in Cape Town with the aim of reaching both worker and employer, according to Miss Maggie Oewies, who ran the Cape Town branch of the Young Christian Workers which had a training centre for domestic workers in Woodstock.

NOT CHARITY

'Domestic work is not charity work — it is a professional job,' she said. A professional woman hires a domestic worker because she is making money outside the home. The full responsibility of the home then rests with the worker.

The charter, is being distributed under the aegis of both the Young Christian Workers, and the Institute of Race Relations in Cape Town.

A spokesman for the Institute of Race Relations said little research had been done in South Africa on the conditions of domestic work. Figures were hard to come by, but statistics indicated an average wage of about R30, for domestic workers in the country. 'Of course the figure for Blacks is lower than for Coloured people,' he said.

The charter was part of a project to raise the national scale of pay for domestic work, and to improve working conditions. It also pointed out essential areas of concern. If for example, an employer discharged a worker she must be given one month's notice, if paid by the month, and a week's notice paid by the week. It is against the law for an employer to refuse to sign off his domestic worker, and he must register the worker within three days of engaging him, according to the charter.

From the employer's point of view for providing good working conditions, he has the right to expect certain standards from a domestic worker.

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ARGUS 28/6/76

Servants are 'worse off' with non-Whites

IN many cases, domestic servants are far worse off serving non-White employers than they are serving Whites, Miss Maggie Oewies, organiser of the Domestic Workers' Union in the Western Cape, said today.

In a UCT survey conducted with the Domestic Workers' Union late last year on the more 'elite' Coloured suburb of Bellville South and the Indian Group Area, Rylands Estate, it was discovered that there was 'absolutely no communication between non-White employers and domestics,' Miss Oewies said.

'Non-White employers who were working and salaried regarded the domestic worker as cheap labour.

labour. In some instances we found domestics were paid only eight cents an hour and worked a 12-hour day.

'There was no feeling that employer and employee were both non-White and that the servant should therefore be treated with respect.

'There were also no facilities for domestic servants in these townships. The high cost of living ensures they lead a miserable existence.

'I must admit, I expected much better from non-White employers.

'Many of these unfortunate people become domestics because there is no other work for them. They have no education because their parents could not afford to send them to school.'

STAR
7/7/76

Aiming for official wage determination

A first-ever national conference of South African domestic workers is to take place in Cape Town in September, according to Mrs Sue Gordon, national organiser of the Institute of Race Relations' Domestic Workers and Employers project.

The conference could lead to change in the status and working conditions of domestic workers at government level.

Several hundred workers, including delegates from Johannesburg are expected to attend the two-day conference in Seapoint which begins on September 8.

It is being organised by the Institute of Race Relations in collaboration with Ms Maggie Oewies who runs the domestic workers' project in Cape Town.

MRS SUE GORDON: in favour of Government wage determination.

"We're hoping the conference will produce a Bill of Rights to be presented to Parliament," said Mrs Gordon.

"From there we could work towards Government determination of wage and working conditions for domestic workers, especially in areas like annual leave; working hours; sick pay and pensions.

"You must take into account that it takes two years for wage determination to go through Parliament. It is really a long-term project."

More to the point was an immediate plan of action, she said.

"For instance implementing a contract of wages and conditions to be signed by employer and employee is more realistic."

See STAR WOMAN today for the 1976 Domestic Workers' Charter. This lays out clear guidelines for a workable wage system and a good employer/employee relationship.

THE PLAN IS TO LOBBY FOR GOVERNMENT BACKING

Need to give domestics professional status

"If Parliament passed a law setting minimum wages — no matter how low — for domestic workers, we'd be on the way to ending exploitation."

Speaking is Miss Qedusizi Buthelezi, an organiser of the SA Council of Churches' Women's Work Division which works closely with the Institute of Race Relations' Domestic Workers and Employers' project.

Recently returned from a seven-week exchange trip to America where she spoke at the national Domestic Workers' Conference in Saint Louis, she has come back burning with ideas. She is particularly keen on legalising the level of domestic wages.

"It would establish the professional status of domestic work. From there we could go on to look at broader issues."

Miss Buthelezi described how she was howled down by New York women whenever she used the term "domestic worker."

"There they insist on being called 'Household Technicians,'" she said.

"They walk tall in their jobs, seeing themselves as professionals."

"They are also very well organised at trade union level, with lobbying power that culminated in statutory minimum wages two years ago.

"Generally the women work part-time, earning a minimum of R2,30 an hour, but often getting as much as R5,60.

"As for hours worked — they're flexible and decided between worker and employer.

"We're grappling with changing basic attitudes between employers and domestic workers in South Africa," she said.

It has happened successfully in America. Particularly in the south where Miss Buthelezi was thrilled to hear about a banquet thrown every year to celebrate employer-maid relationships.

"This is called the Maids' Honour Day. Employers and workers get together at the banquet to choose first the Maid, and then the Employer of The Year.

Back in Johannesburg Miss Buthelezi is joining forces with Miss Pusetso Letlabika, her co-worker at the Women's Work Division, and their newly-appointed Director, Mrs Deborah Mabiletsa, to expand the scope of their project which was established five years ago.

They want to look into facets of the Black woman worker's life that go beyond learning new domestic skills.

Director Mrs Mabiletsa, who is also Transvaal president of the South African Black Women's Federation and a respected educationist and social worker, is mapping out education seminars and intends working towards improving the status of women in the Church.

"You see," chipped in Miss Buthelezi, "it's all a matter of attitude. Which goes back to my point about minimum wages for domestics. ("I feel very strongly about starting with Government-backing at that basic level."

— Caryl Blanckenberg

MISS QEDUSIZI BUTHELEZI: calling for a minimum wage in law to "put the wedge in the problem of exploitation" and establish the professional status of domestic workers.

27/1/77

A LIST AS LONG AS YOU

The 1976 Charter for Domestic Workers compiled by the Institute of Race Relations has been distributed in a nationwide campaign to improve race relations. It lays out clear guidelines for a workable wage system and a good employer/employee relationship.

If you pay your living-in maid more than R50 a month, and don't expect her to work more than eight hours a day, consider yourself a considerate employer.

If, however, you fall into that vast category of South African housewives who pay their maids something like R35 a month and demand that they start work at 6.30 am and end at 7.30 pm with an hour off for lunch, then you owe it to your conscience to study the 1976 Charter for Domestic Workers compiled by the Institute of Race Relations.

About 60 000 copies of the charter have been distributed in a nationwide campaign to improve race relations.

1976 CHARTER FOR DOMESTIC WORKERS

(DWEP) sets out below certain recommended conditions of service. These should serve as a guide to you and you should try to get your employer to agree to them as far as possible. They are not a law that you can demand.

SALARY:

month. Others in proportion to their wages.

WORKING HOURS:

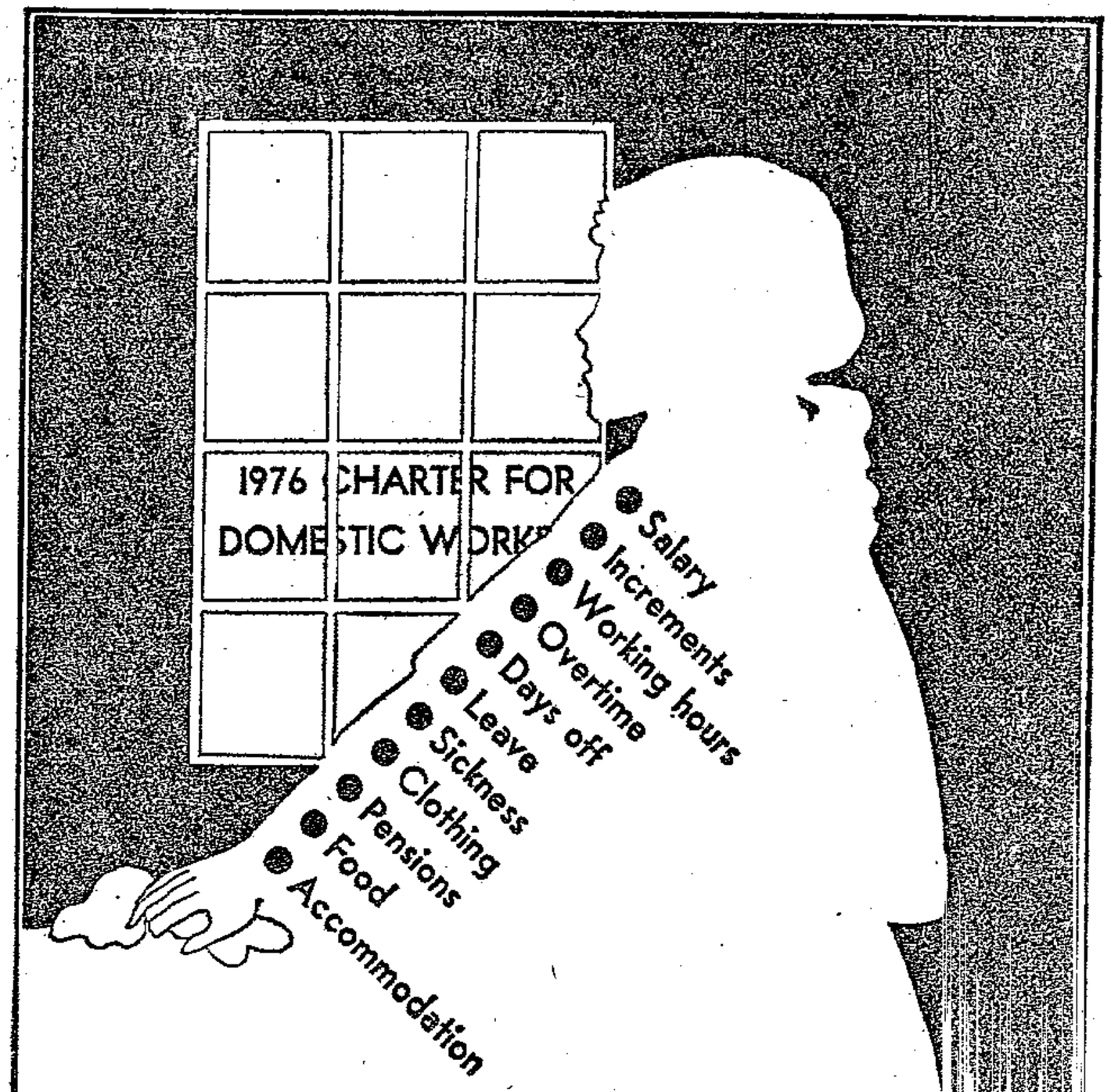
A working day of 8 hours. A working week of 44 hours.

OVERTIME:

A minimum rate of 35

MAGGIE OEWIES runs the domestic workers' project in Cape Town.

SUE GORDON . . . in favour of Government wage determination.



Do not wait until the items are finished before informing her.

● Allow for the fact that you must speak to your employer about certain personal matters, complaints, requests for household supplies, etc.

Try not to do it when your employer is rushing off to work herself. Wait for a better time.

● Realise that when you ask your employer to buy your personal needs like stamps, toiletries, paraffin and so on, it is time and petrol-consuming for her to do it in little bits.

Make a list to coincide with her weekly supermarket shopping.

CLOTHING

You may not like a shabby uniform. Neither does your employer.

Uniforms are free, but too often are not mended when the tear is small.

Remember the old maxim . . . 'A stitch in time saves nine.'

Keep your room and

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"The charter points out
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"What we really are ai-
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an money.

To the domestic worker:

POINT OF CONCERN:

HE following are essen-
al: You and your em-
loyer must agree on a
alary before you begin
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If you are African your
mployer must register
ou within three days of
our beginning to work
nd you must always keep

(a) Living in with food and quarters: DWEP in 1974 recommended a minimum cash wage of R50 a month.

(b) Living out: In addition to your basic minimum cash wage of R60 a month your employer should pay your travelling expenses and give you breakfast and a nourishing lunch.

(c) Daily workers: R3,75 for an 8 hour day (including a one hour lunch break), plus travelling expenses and a good meal.

Some workers are working on a char basis; in other words, they work for one or two hours a day for each of two or more employers.

Such workers work harder and more intensively.

The minimum recommended rate is 75 cents an hour.

INCREMENTS:

Full time workers should ask for an annual increase of at least R2 a

DAYS OFF:

One full day and half a day each week. One weekend off each month is desirable.

LEAVE:

Three weeks a year on full pay.

SICKNESS:

Considerate employers insist that their workers do not come to work when they are sick and will not deduct pay when they are away because of illness.

CLOTHING:

The employer should provide the worker with free working clothes.

PENSIONS:

Considerate employers contribute to a pension or provident fund for the domestic worker.

FOOD:

Good nourishing food and cooking facilities; if you have special preferences, tell your employer about them.

ACCOMMODATION:

Minimum requirements are a room with adequate ventilation, burglar proofing, a good lock on the door, heating, electric light, a carpet, bed, mattress, wardrobe, chest-of-drawers and chairs and table.

ABLUTION:

A bath or shower with hot water; a lavatory that works, with a supply of lavatory paper.

In return for providing good working conditions the empoloyer has the right to expect:

- that you use your working hours zealously, even when your employer is out or away.
- that when you do not understand some part of your duties, or an instruction, you ask for an explation; go on asking until you fully understand.
- that you use your initiative.
- that you perform your set tasks to the best of your ability, using your commonsense.
- that if you want to leave you give her 30 days notice if you are employed by the month and a week's notice if you are employed by the week.

For further information or extra copies of this leaflet, consult your nearest South African Institute of Race Relations Office.

Issued in May 1976 by the Domestic Workers' and Employers' Project, a

Taking a different point of view, LUCY GOUGH BERGER suggests a manifesto to protect employers.

SA Institute of Race Relations project.

I would like to put forward a manifesto for employers who have complied with the servants' requirements.

These may sound frivolous to some, but they are the pinpricks of daily living which could easily be remedied.

When you are negotiating for a job, tell your prospective employer HONESTLY whether you can do the jobs she requires.

Although you may think she is fussy, listen to your employer when she explains the cleaning procedure in her house.

Ask if you do not understand what she is saying.

SALARY:

If wages are to be increased, this should be on merit. If you want to be paid as a professional, you must work like one . . .

- Turn off lights and taps when not in use and use the telephone sparingly.

All these items may be free for you, but with inflation, they are costing your employer increasingly more.

- In the course of your daily duties, make a list of diminishing food and cleaning items that affect you and let your employer have it timeously.

uniforms clean without having to be reminded.

WORKING HOURS:

It is unreasonable to get sulky about changes in your duties.

A household is an ongoing thing and may change with the times.

Whatever you are called on to do is generally not encroaching on your free time and is a substitute of duties.

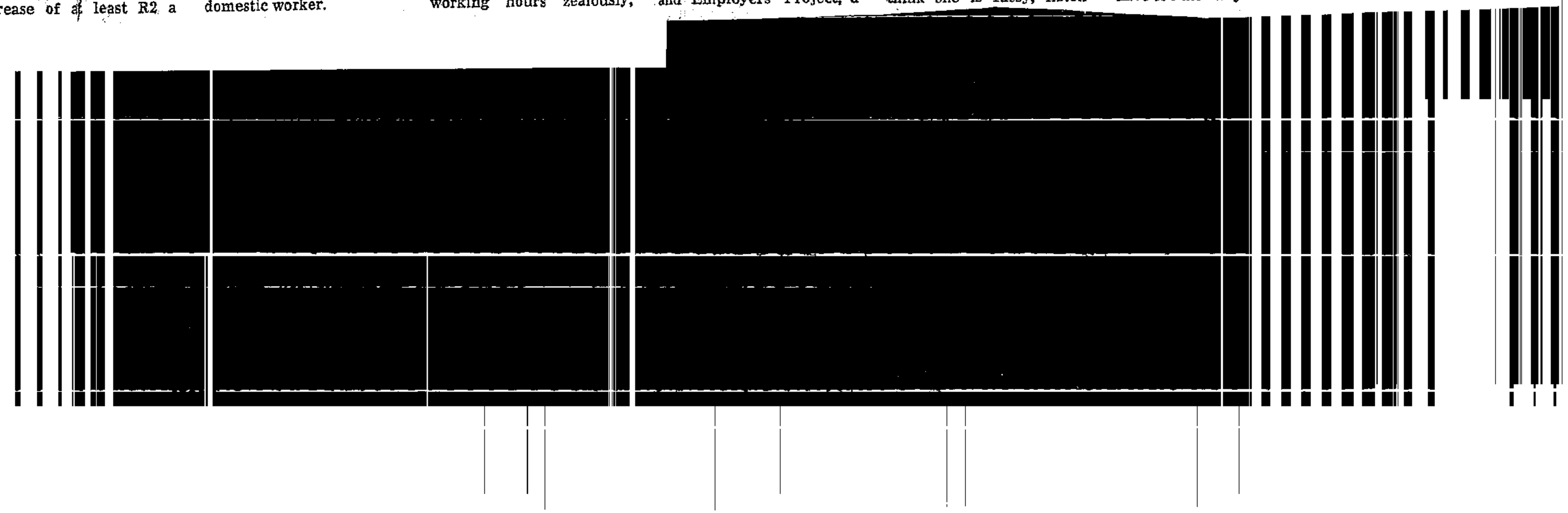
Family size may shrink or grow, depending on children or parents being away and the occasional visitor staying. (Most visitors tip extra anyway.)

In times of emergency, as in all jobs, it may be necessary to work a little faster.

LEAVE:

Paid annual holidays are accepted as being fair, but getting back to work on time is also important.

Holidays should be by arrangement so that each side can make plans.



RARM

AIMING FOR OFFICIAL WAGE DETERMINATION

A FIRST-EVER national conference of South African domestic workers is to take place in Cape Town in September, according to Mrs Sue Gordon.

The conference could lead to change in the status and working conditions of domestic workers at Government level.

Several hundred workers, including delegates from throughout the Republic are expected to attend the two-day conference in Sea Point which begins on September 8.

It is being organised by the Institute of Race Relations in collaboration with Ms Maggie Oewies, who runs the domestic workers' project here.

'We're hoping the conference will produce a Bill of Rights to be presented to Parliament,' said Mrs Gordon.

'From there we could work towards Government determination of wage and working conditions for domestic workers, especially in areas like annual leave; working hours; sick pay and pensions.

'You must take into account that it takes two years for wage determination to go through Parliament. It is really a long-term project.'

More to the point was an immediate plan of action, she said.

'For instance implementing a contract of wages and conditions to be signed by employer and employee is more realistic.'

Cape Times 21/7/76

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Kerk backs probe on servants

By Pierre Claassen

THE MODERATOR of the Nederduitse Gereformeerde Sendingkerk — the Coloured Ned Geref Kerk — Rev Dawid Botha said this week that a proper investigation into the working conditions of domestic servants was urgently needed.

Mr Botha was commenting on the results of a Cape Times snap survey into conditions of employment of domestic workers in the Peninsula and said he had personally experienced cases of exploitation and poor accommodation among domestic servants but felt there was a great need for accurate facts concerning trends and practices in this field before proper judgments could be made.

"If a trend is exposed which indicates general exploitation of the domestic servant, the church will definitely take a strong stand and call for a more formalized control of their working conditions," he said.

It was difficult to arrive at an accurate estimate of the scope of the problem unless a thorough investigation was made.

A random telephone check with 50 Peninsula households revealed that the average sleeping-in domestic worker worked an average of 10 hours a day, six days a week at an average monthly salary of R40.

Cold water

It also showed that some sleeping-in servants:

- Worked up to 14 hours a day.
- Lived in small rooms with cold water showers and in a few cases only a bucket of cold water to wash in.
- Were often discouraged from receiving visitors.
- Were often expected to wash cars or do gardening to "keep them busy" or off the streets on completion of their domestic chores.
- That three out of the 50 were paid less than R10 cash a month.
- In almost all the cases meals and uniforms were provided by the employers.

Mr Botha said the church was concerned mainly with the spiritual well-being of domestic servants. The main problem seemed to be their isolation in the White areas where no contact was had with their own people.

Conference

Many workers sleeping in were found to be from country areas and social workers had found that people were afraid of complaining to their employers about problems as they feared the city and the possibility of being dismissed. Their fear of the new surroundings often made them withdraw into their own room, creating the impression that they were content to stay alone rather than having more free time to visit friends or relatives.

The Institute of Race Relations has arranged the first national conference of domestic workers in September when efforts will be made to find a basis on which an approach can be made for a form of wage determination by the authorities.

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WASHERWOMEN MAY LOSE THEIR JOBS

w/L ARGUS 7/8/76.

ANOTHER facet of life in old Cape Town will pass with the demolition of the municipal washhouses where Coloured washerwomen have earned their livelihood for the last 60 years.

Weekend Argus Bureau

The Amenities and Health Committee of the City Council recommended this week that the three washhouses, situated in Claremont, Mowbray and Wynberg, be demolished.

If this is agreed to by the full council at its monthly meeting at the end of August, two months' notice will be given and they will probably come down early in November.

According to a report by Dr R. J. Coogan, the city's Medical Officer of Health, the washhouses are uneconomical and have been made redundant by the automatic washing machines and laundrettes available today.

The report says that washhouses were provided as a preventive health measure but today 'they exist as a very expensive amenity only in that they keep a few washerwomen in employment.'

About 20 washerwomen still use the three washhouses regularly but they may soon have to find alternative employment.

About half the women are too old now to be employed in factories or offices but the younger ones are able to seek employment there.

Mrs Attia Boyce, who has spent over 30 of her 70 years as a washerwoman, could not believe there was a possibility the washhouse in Claremont may close down.

'They just can't do it. How can we live, I've no children that can work for me. What is the matter with the people, do they want to take the little bread we have left out of our mouths,' she remarked sadly.

Standing among crisp piles of freshly ironed linen, Mrs Galima Isaacs said she would not know where to start looking for another job.

At 45 she has spent the past eight years as a washerwoman and felt she stood little chance of doing anything else.

For the younger women the prospects are brighter, as one remarked; 'I'll look for a factory job and I'll demand top pay — because I'm an experienced ironer now.'

More than the incomes of these women will disappear if the washouses are demolished — a part of old Cape Town will be gone too.

MAGGIE OEWIES, organiser for the Young Christian Workers' Movement among domestics, is . . .

CANDIDLY YOURS

as she talks frankly to NORMAN WEST

in our series on personalities

BLACK employers are the worst exploiters of domestic labour while White romeos exploit the low wages paid by many Whites in places like Sea Point by offering the domestics cash for sex across the colour line.

Cash-for-sex has become a "fringe benefit" for low-paid domestics in several White suburbs.

"Low wages therefore, contribute directly towards prostitution among a growing number of domestics and there are even organized groups of girls operating at night in order to earn extra money," says Miss Maggie Oewies, full-time organizer among the domestics for the Young Christian Workers' Movement.

Maggie spoke to me in the lounge of her Walmer Road, Woodstock, home, a comfortable dwelling with a little garden in front which Anglo American Corporation bought for the YCWM to serve as a domestic centre.

Unofficial

It is from this centre that Maggie and her assistant, Lydia McMaster, organize Cape Town's thousands of domestics into an unofficial and unregistered domestic workers' union.

Maggie was born at Garies in the arid, stiflingly hot North West Cape, to very poor parents.

She was nine when she started working for a kindly professional couple who virtually "adopted" her and paid her the equivalent of R15 a month.

Twenty-two years later, Maggie's wage had increased to more than R100 a month.

It was a sad day in 1973, when the Rondebosch family for whom she worked, agreed to her request to release her so she could work full-time to alleviate the plight of other domestics

Lecturing

Maggie has already travelled widely in the Republic and abroad, lecturing on the plight of the South African domestic.

It is hard to belive that this woman, who speaks both English and Afrikaans fluently, had never had any formal education in school.

Today she can read and write and address any type of audience with supreme self-confidence.

Many a White "madam" has had the misfortune of being tackled by Maggie about the circumstances under which her domestic help lives.

Maggie has become the confidant, advisor and big sister of thousands of domestics.

Humorous

Maggie is a stoutish woman with a big figure and strikes one as a serious, matron-like person who has had very little time for studying her figure.

In fact, she is a warm and humorous person with a motherly-appeal which makes one feel welcome and at ease in her company.

She gesticulates with both hands, moves around in her chair and even closes her eyes slightly as she pulls her face in disgust when she relates outstandingly-sad case histories of the maltreatment of some of her domestic sisters.

"Employers, and the exceptions are few and far between, treat their domestics like cheap slave labour.

"When they assess their wages, they look upon them merely as a 'labour unit', the maid is some cheap 'robot' that sweeps, cleans, washes and irons, and nothing more.

Security guard

"They do not take into consideration that their 'maid' is a woman with feeling, they disregard the fact that she is their 'security guard' who looks after their precious belongings, their children, their homes.

"In other words a maid's value and dignity as a human being is completely disregarded when her wage is determined.

"So, she gets paid salaries as low as R25 by couples whose combined income could be as high as R1 500 a month," Maggie says angrily.

Sex life

White "madams" also frustrate the sex life of their domestics, she says.

"Domestics are women, just like their 'madams'. They also experience the natural urge for the company of the opposite sex.

"Few White 'madams' show sympathy in this direction and the maids are forced to meet men (sometimes strangers) in the streets and have their urges satisfied in dark alleys.

"No clean and healthy sexual relationship can flourish in a dark alley.

"Maids, who have steady boy friends, should be allowed to have them in their rooms with the consent and understanding of their employers.

"In fact, in this way, a form of communication can be established whereby the White employer can give her maid guidance on family planning to avoid the maid being made pregnant by a fly-by-night alley lover," Maggie says.

Minimum wage

The South African Institute of Race Relations in their Domestic Workers' and Employers' Project (DWEP) recommends a minimum wage of R55 a month for a domestic, who lives on the premises and receives food and quarters free.

Are all domestics, some unskilled and untrained, reallly worth R55 to their employer?

"Look," says Maggie staring me straight in the eyes, "I believe no human being today is worth less than that per month.

"Just guarding the house for the employer for 30 days a month is worth more than R55, without cleaning, washing, serving, sweeping and being nanny to the children being taken into account," is Maggie's view.

But surely Black families cannot all afford R55 a month?

"Black families," says Maggie in a slightly-raised voice and a hand waved into the air, "are the worst exploiters of their own people.

"They pay miserable wages of R10, but mostly less than R20. Sometimes the children never even get paid!"

"On top of it, whereas many Whites today move away from the 'master' and 'madam' and prefer 'Mr', 'Mrs' or 'Miss', you will be amazed to know how many Black employers insist on being addressed as 'master' and 'madam'.

What about those Black families who cannot afford a minimum wage of R55? Are they to do without domestic help?

"No concessions should be made. If an employer, whether he be Black or White, cannot pay the minimum recommended wage, then he cannot afford a domestic servant. It is as cut and dried as that."

WHAT do YOU think? Are domestics being exploited? Sunday Times Extra will pay R10 for the best letters published on this subject. Letters should be brief and to the point and be sent to DOMESTIC, P.O. Box 2447, Cape Town 8000. Letters should reach us by October 28.

Christine Muller, who claims she worked a 12-hour day for six years without leave at only R25 a month for a Sea Point household.

NO PAYOUT FOR FIRED CHRISTINE—BOSS

SUN TIMES EXTRA 10/10/76 (292)

By NORMAN WEST

CHRISTINE MULLER, a 21-year-old domestic servant, said this week that she worked for Mrs Jessie Yankelowitz, of Sea Point for six years, 12 hours a day for R25 a month and had only one week holiday — then she was fired.

Her "madam" dismissed her last weekend and refused to pay her her "holiday pay" or wages in lieu of one notice month, she claimed.

Mrs Yankelowitz, however, told me that Christine worked for her for three years — not six years — and admitted that she had paid her R25 per month.

But, she said, during the three years Christine was in her employ, she actually "allowed her two weeks' holiday".

She was not fired summarily, says Mrs Yankelowitz.

She claims Miss Muller was under the influence on Saturday, last week, screamed out that she was going to quit her job, and left, only to return on the Sunday morning "to sleep it off".

"It was then that I gave her her month's pay and told her to get out," says Mrs Yankelowitz.

No justification

"I feel there is no justification in her demanding a month's notice pay and I have no intention of paying her anything further," the Sea Point housewife says.

Miss Maggie Oewies, full-time organizer among the domestic workers of Cape Town for the Young Christian Workers Movement, feels differently about the matter, however.

"Even though the two versions, that of Mrs Yankelowitz and Miss Muller, differ, it does not detract from the fact that Mrs Yankelowitz had paid Miss Muller a shockingly low wage with no increases and no reasonable holidays.

Compassion

"I feel that since the girl has to live, while walking the streets of Cape Town in search of a new job, Mrs Yankelowitz, as Miss Muller's employer over a period of years, should have shown some compassion.

"If not legally obliged to, she should have felt morally obliged, to pay her a month's notice pay," Miss Oewies said.

Christine told me that she could not read or write. She was born in Victoria West and travelled with her Victoria West employers to Kuils River, where they decided to settle.

"I remember that in 1971 on the recommendation of a certain caretaker whom I knew, I decided to leave Kuils River and move to Cape Town where I heard domestics were paid so well.

"In fact, I was being paid R30 a month by my Kuils River employer when I left. When I was offered R25 by Mrs Yankelowitz, I accepted, hoping things would improve later.

"They never did and after six years, I was still earning only R25 a month.

Friends visited

"I occupied an outside room and sometimes my domestic servant friends would visit me, like I visited them. There was nowhere else for us to go.

"We did sometimes take a drink and perhaps we were sometimes a bit loud.

"But, since I only got off half-day on Wednesday and half on every alternate Sunday and worked a 12-hour day from 7am to 7pm, I was glad for their company.

"During the six years I worked for my former employer, I only got off one week as a holiday, and that was in September, 1974.

"I became very frustrated in my work because I felt 'caged in' and so, on Saturday, I complained loudly about my situation and said I was going to take the day off.

"I returned on Monday morning, fetched my overall in my room but found I was locked out. My employer told me I was dismissed," Miss Muller said.

Bad worker

Mrs Yankelowitz told me, "Over the years I felt sorry for her and kept her on although she was a bad worker. When she came to me three years ago, she was so naive, she was afraid of the telephone. She never played the game with me.

"Now I feel I was a fool to have kept her on. She absented herself from work whenever she liked. She allowed other domestics and men to sleep in her room, to drink and make a noise.

"I'm not going to pay her a notice month's pay. She does not deserve it. I paid her only R25 and never increased it because that is all she was worth," Mrs Yankelowitz says.

Annual increases

Miss Oewies says the Domestic Workers and Employers Project (DWEP), a SA Institute of Race Relations project, recommended in 1974 for living-in with food and quarters, a minimum cash wage of R50 a month, with an annual increase of at least R2,00 a month.

It recommended a working day of eight hours and working week of 44 hours with one full day and one half day off per week, and preferably, also one full weekend off per month.

"I am going to take up Miss Muller's case as, in my opinion, she is entitled to notice pay and holiday pay for the years she was never given leave," Miss Oewies says.

Miss Maggies Oewies, organiser among the domestic servants of the Cape who maintains Miss Muller is entitled to leave and notice pay.

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18 maids sacked in morguerow

Staff Reporter

EIGHTEEN African maids were dismissed from the Santa Hospital at Modder Bee, Benoni, yesterday after a dispute over the cleaning of the mortuary.

A member of the East Rand management board of the South African National Tuberculosis Association, which controls the hospital, said the dispute began a few weeks ago.

He said officials had found the cleaning of the mortuary was not contrary to tribal customs or beliefs as was claimed by the women.

Eighteen maids who refused to clean the mortuary were told yesterday they should resign.

One of those sacked, Mrs Priscilla Nkosi, said the dispute arose after an African man employed to clean the mortuary failed to return after Christmas.

She said the ward maids were then ordered to clean the mortuary on a roster basis and had objected because it was against their customs.

298, 292, 200

Migrant workers can get pensions

Harold Fridjhon

Pensions of more than R1 000 a year are now available for black migrant workers and domestic servants under pension schemes which the South African Mutual announced last year.

Since the schemes were established more than 40 employers representing 10 000 employees have joined the plan for migrant workers.

By June 30 of this year Old Mutual expects that an annual cash flow of R1 250 000 will have been generated. The numbers joining the scheme are growing monthly.

The important difference between this pension plan and the conventional firm's pension scheme is that the worker does not lose his pension rights if he moves from employer to employer.

OWN NAME

The individual's pension rights are in his own name and his future security depends on each new employer participating with the worker in the maintenance of the pension plan.

A similar pattern applies to pensions for domestic servants. Basically the scheme is a savings plan for her old age.

Contributions, less expense charges, are paid annually into a central fund where an individual account is kept for each employee.

These net contributions earn interest — and compound interest — and will continue to grow until an agreed retirement date. On retirement the amount in the account will be used to provide a monthly pension.

The minimum contribution is R60 a year. If this is paid for 30 years and earns interest at 8 percent a year, at the end of 30 years the employee will get a pension of R746 a year.

If, however, a 10 percent interest rate prevails, as seems probable, the pension benefit will be R1 242 a year — about R100 a month.

Normal retirement age is 65, but any employee has the right to retire at any time between the ages of 55 and 70.

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Cape Times 10/2/77

Pension plan for domestics

THE Old Mutual has introduced a pension scheme for domestic workers. It is an extension of its group pension plan for unskilled and semi-skilled workers, now in its second year of operation.

More than 40 employers, representing close to 10 000 employees, have gained the group pension plan. Mr Marius van den Heever, assistant general manager (pensions), is confident that by June 1977 this plan would have an inflow in premium income of about R1½ million.

The motivation for the development of a group pension plan for domestic workers was the same as for other unskilled and semi-skilled workers, a statement released by Old Mutual said yesterday. Because of their patterns of work the unskilled and semi-skilled worker in South Africa has a slender chance of ever drawing a meaningful pension from conventional plans, the statement said.

In times of recession these workers are often first in line for retrenchment and even where they may have belonged to pension funds, their benefits are often destroyed by retrenchment or some other interruption of their employment.

Savings plan

The group pension plan gives employers a chance to provide a meaningful pension for their employees even though their service may be interrupted from time to time, and they may not be able to work right up to the normally accepted retiring age of 60 or 65, the statement said.

Mr Van den Heever said the domestic workers scheme is basically a savings plan for old age. Contributions, which can be as little as R60 per year, are paid into a central fund. An individual account is kept for each employee. These net contributions gain interest in the normal way like other Old Mutual investments and remain to the employee's credit until an agreed retirement date.

At retirement the amount in this account is used to provide a monthly pension.

For example, if an contribution of R60 per year is paid for 30 years and earns interest at eight percent a year, the domestic worker will receive an estimated pension of R746 a year. However, if a 10 percent interest rate prevails, the pension benefit will be R1 242 a year. The final pension benefit will depend on the actual yield over the years.

Contributions are paid annually at the end of each year. This means that each payment will be for the past year worked by an employee. Normal retirement will be at age 65 but an employee may elect to retire at any time between the ages of 55 and 70.

An employer who joins the group pension plan receives a member's record book

All employers, from large companies to householders with one domestic servant, can participate, the statement said. Employers may provide for past service benefits for employees of long standing.

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Rates of pay adequate?

Pretoria Bureau

Are you paying your servant an adequate salary?

Sue Gordon of the Domestic Workers and Employers project at the SA Institute o Race Relations said the minimum a totally unskilled domestic worker should receive was R60 a month.

If the worker had some particular skill — for example if she was a good cook — her salary should be between R80 and R90 a month. Domestic workers who did not live on the premises should be paid R10 above their monthly salary, and receive, in addition, food and travelling expenses.

"And if employers are only prepared to pay about R30 a month they should cut their employees' working hours by half," she said.

A mini-survey showed:

● Mr and Mrs A, of Brooklyn, pay their maid R85 a month. Her duties include making breakfast and looking after their small child during the day and washing, ironing and cleaning.

The maid lives in.

● Miss B of Muckleneuk has a maid once a week to do the washing, ironing and cleaning. For this she receives R3 and food.

● Mr C lives in a communal house with three other young working people. His maid works from about 6.30 to 3.30 pm. She makes the beds, cleans the house and does the washing and ironing and is paid R35 monthly with free board and lodging.

Domestics to be eligible for pensions

CAPE TOWN—A pension scheme for domestic workers has been introduced by Old Mutual, the society announced here. It said that all employers—ranging from large companies to householders with one servant—could participate.

A spokesman said the new scheme would provide a meaningful pension even where service was interrupted, and where employees could not work to normally accepted retirement ages.

Contributions were paid annually at the end of each year, and could be as little as R60. An employee could elect to retire at any age between 55 and 70.

"Employers may, if they desire, provide for past-service benefits for employees of long standing."

For example, an amount of R5 000 contributed at age 50 would provide an annual pension of about R851 at 65, assuming an interest rate of 8 percent a year, and R1 000 if an interest rate of 7½ percent a year prevailed.

"Contributions are paid into a central fund, and an individual account is kept for each employee."

The scheme was an extension of the society's group pension plan for medalled and semi-skilled workers, now in its second year.

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Madam, before you sack that maid...

VICKI ROSENTHAL

EMPLOYERS of domestic servants are exploiting the economic squeeze by grossly underpaying people desperate for work, says Mrs Sue Gordon, national organiser of the Domestic Workers and Employers Project.

"Employers, tell their servants they can't pay more because everything is so expensive," said Mrs Gordon.

"What many don't realise is that domestics are often supporting families. Frequently they're sole supporters, as the husband has deserted.

"Employers tend to regard domestics' wages as pocket money. In fact, the majority send money home to feed and clothe their children.

"But with increasing unemployment that trickle of money has probably stopped. Children in the rural areas who are entirely dependent on this income must be suffering.

"I know that my maid, who has six children, has to pay R90 a year for one child's uniform, books and school fees. Her children are here in Soweto. Boarding school fees for homelands children are even more of a drain on a domestic's meagre wage."

Mrs Gordon said R60 a month should be a minimum wage for an unskilled domestic.

She appealed to employers to take account of the worsening unemployment situation by paying the bus fare of job applicants.

"Domestics simply can't afford to fork out 30c or 40c a time when they don't have any money coming in. Most don't have any savings, either. As a result, they're often forced to take the first job they can get.

"The job situation is really tight at the moment. We're getting about 25 per cent more people applying for domestic work than we did in January-February last year. Factory workers, who formerly disdained domestic work, are coming along to our employer-employee matching clinics.

"Some employers are being pretty ruthless. They're throwing out old people who've been with them 20 or 30 years. They want to avoid providing for their old age."

Mrs Gordon appealed to those who felt they could no longer afford servants to employ them on a part-time basis. She recommended a minimum wage of R4,50 a day.

She also said that not hiring servants on the grounds that it was immoral, just meant tremendous hardship for people who had no other skill to sell.

★

YVONNE Mpele is an out-of-work domestic who can't afford the bus fare to chase after jobs.

She has 16 years' experience as a cook-general and she lost her job because after having a "fibroids operation", she could no longer cope with heavy jobs, like washing. So she got the sack at the end of November.

Her husband left her years ago. She and her three children are entirely dependent on her mother's old-age pension, which Mrs Mpele thinks is about R34 every two months.

Because she cannot pay the train fare into town each day she doubles up with Johannesburg-based friends overnight.

In six weeks' queuing outside the WRAB Polly Street offices she says she has only been offered two jobs.

"One was in Greenside. I didn't have the bus fare to get there. Employers don't realise how we struggle. They should refund us the fare if we don't get the job."

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SERVANT PERMIT PLAN IN DISPUTE

Mr Tom Walters

A CAPE TOWN City Councillor who lives in Sea Point, Mr Tom Walters, today slammed what he called the 'totalitarian' measures proposed by the Administrator, Dr L. A. P. A. Munnik, to force living-in domestic servants to possess occupation permits.

But ratepayers' representatives in Sea Point — who last year led a deputation to the Cape Town City Council to ask for stricter control on servants' quarters in the suburb — have welcomed Dr Munnik's statement.

And they believe further curbs, including compulsory nightwatchmen at flat blocks, are still being considered by the council.

Register of employees

Opening a R767 000 theatre complex at Vryburg in the Northern Cape yesterday, Dr Munnik said thtat from May this year municipalities would be entitled to make regulations requiring all living-in domestic workers to have 'occupation permits.'

And if employers had more than a certain number of people on their premises, as with blocks of flats, they would have to keep registers.

'This will help to maintain better control over illegal residence in White group areas,' he said.

Dr Munnik said his proposals followed numerous complaints about the number of servants and others who stayed overnight in White areas.

The complaints had come mainly from urban areas, such as Sea Point, where thousands of non-Whites stay in quarters intended exclusively for sleep-in servants.'

Since he could not act only for one area, he intended amending the Municipal Ordinance.

Mr Walters criticised Dr Munnik's proposals and termed them 'yet another totalitarian measure to conceal the failure of all tiers of Government to cope with what is basically a human problem.'

He said: 'They seem to think that if you legislate, you cure.

'What Dr Munnik should be concerning himself with is upgrading the accommodation for all servants, providing running water and recreation space, so that servants' guests can come in, and increasing wages.'

Mr Ben Leviton, who led a deputation from the Green and Sea Point Ratepayers' Association to the City Council last year, said today: 'The executive decided we had no objection to legitimate servants if proper facilities were provided. But the number of hangers-on has reached an impossible stage.'

The chairman of the association, Mr Sam Gross, said their approach was not based on race or colour, 'but on the desirability of maintaining law and order, and peaceful occupation of premises in the Sea Point area.'

Dr L. A. P. A. Munnik

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Cape Times 12/3/77

Live-in permit plan for servants

Staff Reporter

THE ADMINISTRATOR, Dr L A P A Munnik, announced yesterday that he was planning to amend the Municipal Ordinance to enable municipalities to demand that all living-in servants obtain "occupation permits".

Addressing the opening of a theatre complex in Vryburg, the Administrator said he had recently received many complaints about the great numbers of servants and other people who stayed overnight in White group areas.

The complaints came mainly from urban areas such as Sea Point where, he said, it had been estimated that each night thousands of non-Whites stayed in quarters intended for living-in servants.

Dr Munnik said he could not act exclusively for one specific area and was planning to change the Municipal Ordinance so that municipalities could require, through the proclamation of regulations, that all living-in servants had to obtain an occupation permit.

Where there were more than a certain number of persons on the premises of an employer, as in the case of blocks of flats, that employer would also have to keep a register of all people on his premises, Dr Munnik said.

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Cape Times 16/3/77

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Munnik outlines permit scheme for live-in servants

Staff Reporter

THE ADMINISTRATOR, Dr L A P A Munnik, yesterday outlined his scheme to clamp down on people living illegally in White group areas.

In an interview with The Cape Times, Dr Munnik said he intended introducing legislation that all living-in servants obtain "occupation permits".

He announced this scheme last week when he opened a theatre complex in Vryburg.

He said yesterday: "The number of people living illegally in White areas is frightening."

The legislation was aimed at eliminating this "chaos" and was a tightening up of control.

Sketching the plan, Dr Munnik said living-in servants would have to obtain "occupation permits" allowing them to live on the premises of their employers, providing the servant facilities had been "passed" by the authorities.

"We cannot have these people living in a drum or something."

municipalities to enforce the "occupation permits".

The chairman of the Green and Sea Point Ratepayers' and Residents' Association, Mr Sam Gross, said in a statement yesterday:

"Several months ago the management committee of the Green and Sea Point Ratepayers' and Residents' Association considered complaints from various sectors, including employees, relating to the abuse of domestic quarters in blocks of flats and hotels.

"These complaints referred to allegations of shebeening, prostitution and other anti-social activities.

"The emphasis was not on race or group colour but on the desirability of maintaining law and order and peaceful occupation by ratepayers of premises situated in the area (Green Point and Sea Point).

"A deputation met with the Town Clerk and certain approaches were discussed. Among the proposed solutions was the idea of a register of bona fide staff occupants and the employment of nightwatchmen by owners of blocks of flats. These considerations are still receiving the attention of the association and the Town Clerk."

Family

He said the family or friends of a servant "might" be granted an "occupation permit" to share the servant quarters.

However, the legislation was still being prepared, he said, and details had not yet been finalized. He hoped it would "go through" during the May session of the Provincial Council.

He said that in a block of flats where there could be as many as 30 to 40 servant quarters, the owner of the block would have to keep a register of the servants on his premises.

Dr Munnik emphasized that the scheme did not mean there would be any "hardship" for people who needed servants.

"We are not going to start telling people how many servants they must have."

Enforce

Asked if the legislation would be enforced by frequent raids, Dr Munnik said he did not know and it was not his responsibility to enforce the law.

He had received complaints about the number of servants and other people who stayed overnight or lived in White group areas.

"I have had a lot of complaints, particularly from Sea Point."

Dr Munnik said the scheme did not involve a major change in the legislation.

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2	Average Number of Classroo	

FIN MAIL 22/4/77

DOMESTIC APPLIANCES

The machine age 292

Are SA housewives, hard-pressed by inflation, deciding at last to do without domestic servants?

Sue Gordon of the SA Institute of Race Relations reports an increase in recent months of women looking for domestic work. It's caused, she believes, partly by retrenchment in the clothing industry, partly by wives having to find an income to replace that of husbands retrenched by other industries, and partly by white housewives doing without servants.

There has recently been a surge in sales of washing machines, tumble dryers, automatic ironing machines and dishwashers. Several major retailers and manufacturers report that, while sales of refrigerators, freezers and other traditional white goods have at best remained static during the past year, those of labour-saving equipment have shown marked increases.

Few can quantify them, but merely remark that total sales are still too small to constitute much of a threat to servants. Judging by the sales of Elna ironing presses, though, that threat could become real within the next few years.

In 1973, SA imported 1 140 domestic ironing presses and rotary machines, of which Elna accounted for 517. Last year the total was 4 074, of which 3 194 were Elna's. During the first quarter of this year Elna sold almost 2 000 units, and expects to sell more than 5 000 for the whole year.

Elna's success has been achieved despite a price increase over the past two years of R130, taking the electronic model to R399. For that, Elna claims, purchasers can iron a shirt in four minutes against 10 minutes with a traditional iron, and while sitting down and using no physical pressure.

It's difficult to believe housewives are, in these hard times, buying such expensive machines for their maids. More probably, it's because they hope to get economic benefit from their own time at home.

Elna also reports that, until last September, its sewing machine sales were equally divided between three models selling at R340-570. Since then, the most expensive and versatile model has accounted for half total sales. "We're very busy today giving free sewing lessons to housewives, not only in making clothes, but also in repairing garments," says MD Bruce Joelson.

The economics of switching from maid to machine are increasingly attractive. Gordon believes servants should be paid at least R60/month, plus food, accommodation and overalls. The bill, she reckons, would add up to about R90/month.

As the recently launched *Shoppers' Voice* observes, however, the total cost of a washing machine, tumble dryer and dishwasher from a discounter like Dion's is only R735. Add another R400 for a sophisticated ironing press and the total is still little more than the annual cost of a maid.

Machines still, of course, have to be operated. And maids do more than clean.

It's a fair bet, though, that even SA housewives will soon, in significant numbers, decide that whatever else their maids do ain't worth the money, loss of privacy and other hassles.

13	in 1975, by Economic Region	24

Desperate to work

27/4/77 Rand

292

PICTURES Mike McCann

When times are bad the affluent have to cut back on their lifestyle — and the needy find themselves without work

ANNE BARON reports

Mrs Eileen Mendelsohn and Mrs Lesley Martins, right, interview domestics and help them fill in forms — on their right is the beginning of a queue of unemployed domestics.

Susan Mkosi has been out of work for three months.

Constance Hlatshwayo has been out of work since last year.

A HUNDRED AND TWENTY domestic workers waited at an employment assistance centre in Temple Emanuel, Parktown on Monday afternoon in the hope of finding jobs as domestics — 10 women found work while the others returned home wondering where their next meal will come from and how they'll pay the rent at the end of the month.

Mext Monday most of them will return to Temple Emanuel hoping to be among the lucky few to be chosen for employment by the handful of women who come to look for workers. But some of them feel they're wasting time sitting around — they tramp the streets, knocking on doors or visiting former employers. They hardly ever find anything more than temporary work.

"It's tragic," said Mrs Eileen Mendelsohn, one of the eight women who help out at the employment centre which is run by the Domestic Workers and Employers Project and Black Sash.

"All we can do is help domestics fill in forms, ensure their passes and reference books are in order and take down details of the type of work they can do.

Employers who go along to the hall can afford to be choosy when they take their pick from a vast selection of workers. A woman may want a maid who can take coherent telephone messages, a Xhosa because she doesn't want friction with another Xhosa in her employ, or a maid to start at seven and finish at seven for R45 a month. Usually employers want women who can cook, wash and iron, clean and be a nanny.

The sudden escalation of unemployment is a sign of our times.....economic pressures have meant that households have had to cut down as much as possible by doing without a full-time maid or finding a work for a month or three has a sad tale to tell.

Susan Nkosi has three children and hasn't worked for three months. Last year, after working for her employer for 11 months, she lost her job because she was away for three weeks after falling off a stepladder while cleaning windows. She cracked her arm and was told by a doctor at the hospital to stay off work because she couldn't use her arm. Her employer promised her she'd keep her job.

"When I returned three weeks later I was replaced," said Susan. Now two of her children are sick because she hasn't money to feed them properly. When we left she was still waiting patiently — she hadn't even been offered a day's work.

Moni Phahlane lost her job in a bridal shop where she made tea and swept the floors. "They reduced staff," she said. "I can't live in because I have four children to look after — my savings are running out and I'm getting worried as I've only found odd jobs."

The stories were all similar — women scratching around for money to feed their children and walking miles because they can't afford fares.

St Johns Employment Centre in Parkmore, opened a year ago to give the domestic worker a little dignity when looking for a job. "Nothing could be more degrading than begging for work," said Mrs Sylvia Jones.

"Last year we were trying to find jobs for about 20 domestics each week, suddenly we have 50 and can only place about eight or 10 in jobs.

"I think the saddest of all is that a lot of people in this area are getting rid of their nannies — they are used to living in lovely homes and often can't find work here

part time worker.

Five maids that FLAIR spoke to were out of work because their employers had left the country — and now they're desperate to find work in an overflowing market. "You'd think their employers would help them to find something," said Mrs Mendelsohn.

"Many factory workers and flat cleaners who have been retrenched come here — they'll do any kind of work they're so distressed."

As I wandered about talking to women I was approached by domestics pleading for work. "What would you like me to do madam.....I'll do anything, clean windows, sew or cook."

Nearly everyone who has been out of

Make it part time work

Part time work is the answer for the employer who can't afford to pay a domestic a living wage

Sarah Seadela and her employer Mrs Ruth Shaw have come to a happy arrangement.

SARAH SEADELA carried out her daily chores cheerfully for 13 years at her employer's home in Parkhurst until last year.

"For three months she was miserable," said Mrs Ruth Shaw. "She did her work well but refused to accept her monthly wages of R40 because she felt she wasn't being paid enough.

"I often came home to find a newspaper lying open on a page carrying a story on higher salaries for domestics or the minimum basic wage for workers."

Mrs Shaw explained to Sarah that they couldn't afford to give her more money. But it didn't help. "Sarah became sullen — we felt terrible as she had always been so happy."

Nevertheless they wanted to sort out the problem and asked Sue Gordon to pay them a visit. "We showed her our budget and she could see that we couldn't possibly increase her salary.

"A long discussion followed and then Sue came up with a suggestion . . . with only two of us in the house Sarah's duties could be cut to a minimum of preparing breakfast and tidying the kitchen two days a week, giving her time off to do part time work in the area.

"We ran an advert in the newspaper and now Sarah works for a family twice a week for R4 a day and is supplementing her wages by about R32 a month.

Sarah's happy and so is Mrs Shaw who says Sarah has never worked harder and doesn't neglect her duties although she's pushed for time.

they haven't experience in general duties."

To overcome this problem DWEP is starting an intensive cookery course at St George's Church, 7 Sherborne Road in Parktown.

"It will begin on May 16," said Sue Gordon, the woman behind DWEP. "Desgined by a lecturer at the Home Economics Department of the Johannesburg Technical College it will cover everything from boiling an egg to making curry.

"The course will be available free of charge to domestics out of work.

"Ideally what we need is Employment Centres all over Johannesburg so that maids don't have to tramp the streets or catch three or four buses."

Domestics'

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dilemma

site at the top of Strand Street.

'There have been objections to this by the Schotsche Kloof Residents Association — a non-White ratepayers association — who say it will attract people from elsewhere.

'The Loader Street Residents Association has also objected to the plan. Both organisations have been to see the Administrator of the Cape who has now asked the council for further details.'

Dr John Sonnenberg, councillor for Sea Point, said efforts had been made to get private enterprise interested in providing small restaurants or tea rooms for Blacks in the area. But nothing had come of it.

NOT PROFITABLE

'I think the firms felt it would not be a profitable venture. But even if the council has to be the entrepeneur and run an amenity at a loss, it will be a worthwhile enterprise.

'Unfortunately everything is bedevilled by the present financial climate. With the best will in the world, I cannot see anything coming to fruition this year,' he said.

Mr Herbert Hirsch, MPC for Sea Point, said restrictive Government policies were mainly responsible for the fact that there were no facilities for Black workers in the area.

'Another reason is that the community in Sea Point has not tried hard enough to provide facilities for Black workers. We must also recognise that overcrowding is a general urban problem and not confined to Sea Point.

'I think the majority of people in Sea Point would welcome facilities for Blacks or even some integrated amenities,' said Mr Hirsch.

LISTENING to Radio Bantu in her room in Sea Point — about the only form of entertainment available to Elizabeth Saunders and other Black domestic workers in the area.

Nothing to do in Sea Point—frustration and boredom leads to prostitution

-OME Black women in -ea Point — starved for -ertainment and even he most basic recrea-ional amenities — turn - prostitution out of -ustration and bore-..., domestic workers the area claim.

And, they say, police forts to contain the oblem have created a ...ation where they can-t leave their places of ork without fear of eing arrested for ...ering or trespassing.

'There is nowhere for to go. Even if we sit ...side on the walls of ... flats in our overalls ... police come and pick up,' said Miss Poppy anbellis.

LOCKED UP

'Our position is getting ...se,' said Mrs Sarah ...sseurs. 'We cannot en-...tain people in our ...ms at night and if we ... and talk in the ...eets there is a chance ... will be arrested. Some us have been locked up broad daylight for ...ering.'

...e said that there ... still no entertain-...t or other facilities domestic workers in area. 'We do not know ... to do with ourselves. ... is why some girls ...nk themselves to a ...still.'

...ss Elizabeth Saunders, ... it was 'not safe' to ... in the streets be-... the police might ar-... them for loitering. ...y might think one is ...ostitute especially if ... is dressed up,' she

... am a respectable ... and it is embar-...ng to be mistaken for ...stitute,' she added.

BLAME

... the women inter-...d agreed that the ... of facilities and the ...riction of movement ...-Whites were partly ...ame for the amount of prostitution in the area.

'Some of the girls do it out of frustration and boredom. You might meet someone who takes you to a flat and offers you a drink. Some girls I know do it for the company rather than the money,' said Miss Saunders.

She said that she would like to have the same privileges as White people. 'I would then not be frustrated being closed up in my own room. My only pleasure is to buy a bottle and drink myself drunk. We drink too much but what else can we do?' she complained

Miss Saunders told of being arrested when she went to visit her sister who lives in a building two blocks from her. 'It was after ten but we were unaware of the time. I was told I should not be out so late.

'I showed them my keys so that they would know I had my own room nearby. But they were not interested.

Other domestic workers also told of similar experiences of being arrested for loitering or tresspassing. They also complained that:

- Their boyfriends were not allowed to stay overnight.
- They were not allowed to have stoves in their rooms.
- The only way of having a hot drink off duty was at a takeaway cafe.
- There was no place where Blacks could have a drink in congenial circumstances but alcohol was freely available to them at bottle stores.
- It took too much time and cost too much money to travel to areas where entertainment and recreational amenities were available to Blacks.

'NO FREEDOM'

'It is terrible that we have no freedom. We are like people in a zoo. We cannot stick our heads over the fence,' said Mrs Messeurs.

'We have been hoping for years that something will be done. But I am beginning to lose faith,' said a dejected Miss Saunders.

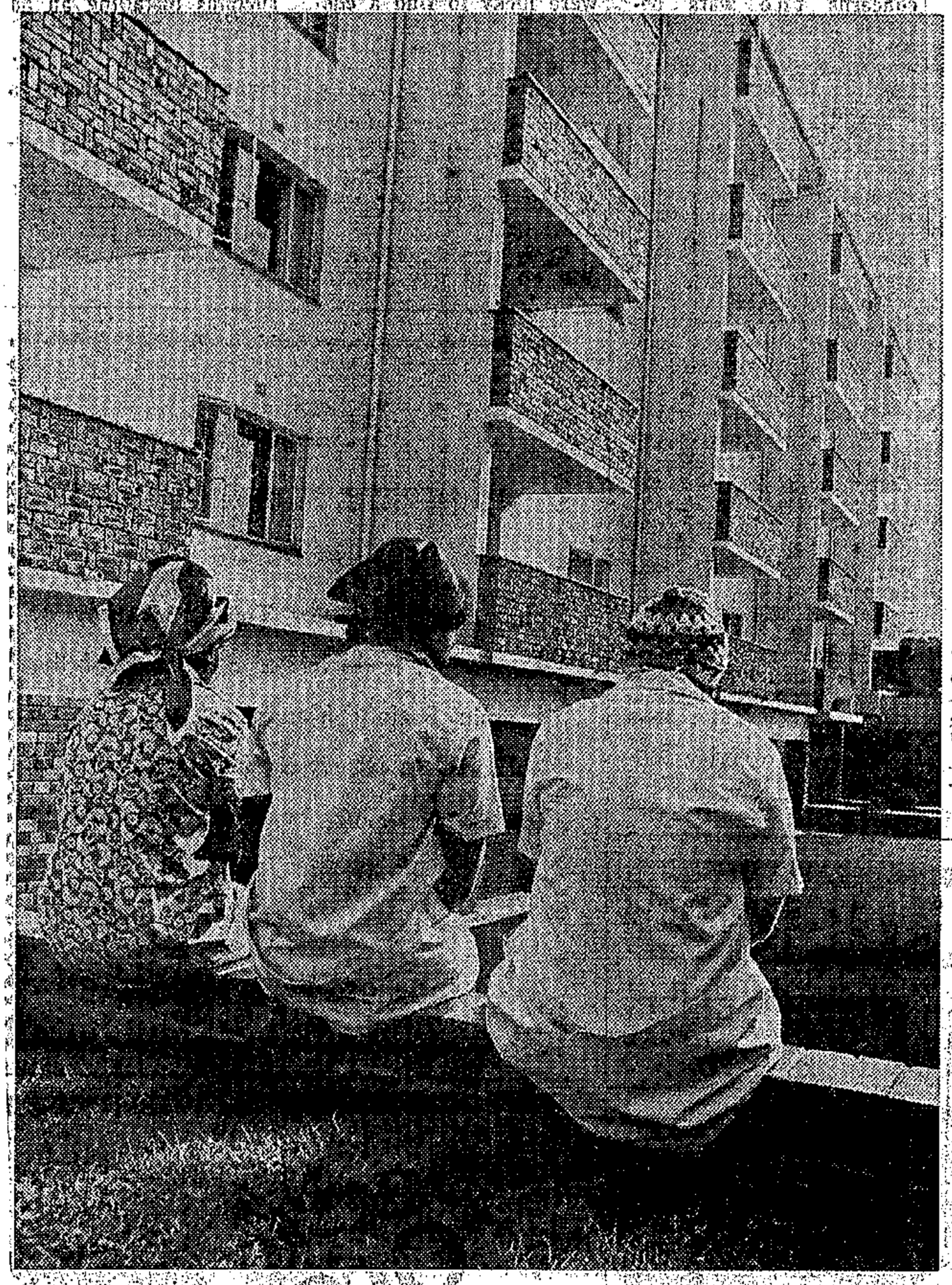
Mr H. G. Heugh, the Town Clerk, said the Government had in principle given the green light for the provision of certain amenities, such as restaurant and cafes, for non-Whites in Sea Point.

OBJECTIONS

This followed a comprehensive guide plan drawn up by the City Engineer, Mr J. G. Brand, and approved by the City Council nearly a year ago.

'But private enterprise has not seen fit to take this up. They do not think it will be a worthwhile proposition,' said Mr Heugh.

'The municipality itself has tried to establish a recreational centre for non-Whites, that would serve the city centre as well as Green and Sea Point, on the old quarry



DOMESTIC workers sitting on a wall outside a block of flats in Sea Point. There is no place for them to go, and even in such circumstances they fear arrest for loitering.

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ARGUS 19/5/77

9

MAIDS' ROOMS: TIGHTER RULES?

CONCERN at the state of servants' quarters in Sea Point has prompted a reform which, if it becomes law, will empower city and town councils in the Cape to closely control all servants' quarters.

In his address to the Provincial Council yesterday during the second reading debate of the municipal second amendment draft ordinance, Mr G. J. Lubbe, MEC in charge of local government, said the amendment resulted from 'complaints received by the administration in regard to the number of servants who stay overnight in White areas.'

Councils found it difficult to control this.

'The administration views the position which has developed in areas such as Sea Point and others in a very serious light and expects the councils concerned to make full use of the wider powers to effect proper control,' said Mr Lubbe.

'SPOUSES'

After the reading Mr Herbert Hirsch, MPC for Sea Point, said residents of his constituency had never condoned shebeens and other illegal activities, but had no objection to peaceful visitors, including the spouses of domestic servants in Sea Point.

He was grateful that the provision was an 'enabling' one and that the power to decide on its implementation had been vested in local authorities.

Mr Hirsch said that the ultimate solution to vagrancy and loitering lay in 'long-term social reforms all round.'

PEN NAMES

Another clause of the draft ordinance proposes that articles and letters concerning municipal issues and personalities be signed by their authors if published during municipal elections.

Mr Lubbe said it was possible for people using pen names 'to publish freely inaccurate and irresponsible reports.'

The law governing elections, which required authors of political articles to sign such articles and give their addresses during election time, would prevent this.

EXPENSES

Another clause allows for raising councillors' R100 monthly expense allowances.

The ordinance also aims at preventing a council from accepting tenders for the supply of goods or materials at prices and with delivery periods that are not clearly stated.

Mr Lubbe said there had been cases of tenderers saying they would supply at 'R1 cheaper than any other tenderer.'

Under existing legislation this was valid, but it undermined the efforts of tenderers who had taken the trouble to prepare documents.

Accepting such tenders would discourage bona fide contractors.

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directing work on the ecology ... which does have some
relationship with African pro... possibilities of
improving the protein food re... the exploitation of
certain organisms. It has b... world's total fish
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The understanding of manageme... ves knowledge of the
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Chris van Niekerk, who is worl... at the Red Cross
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Robert Tobias, of the Extra-Mu... , referred to his
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A survey has been started to i... me in our area and in
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Chris Brock referred to the wo... e distressing lack of
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There appears to be some resea... ls at present which
is not being accepted, in his ... ences in professional
viewpoint.

LEAH TUTU — domestics are people who matter.

STAR 6/7/77

Annabelle Ward

"As long as people in this country regard a white skin as a sign of superiority, there will always be a need for the Domestic Workers' and Employers' Project," said Leah Tutu, DWEP's first national director.

Leah — the wife of the former Anglican Dean of Johannesburg, Desmond Tutu, who is now Bishop of Lesotho — was appointed national director this month.

"DWEP is growing so rapidly that it is becoming too much for Sue Gordon, the national organiser to handle by herself," said Leah.

"So they created the post of national director and asked me to fill it."

Leah willingly accepted. Before moving to Lesotho last year, she was a community worker for DWEP, and despite living in a different country, kept strong links with the project.

She sees DWEP as a means of teaching domestic workers self-value.

Assertion

"As blacks we need to assert ourselves, but this is even more necessary for the domestic worker," she said.

"They must be made aware that they are people who matter."

Leah plans to do most of her work from Maseru, and will commute to Johannesburg for one week each month.

One of the first things she wants to do is to visit the various centres of concern and find out from domestics attending them what they want.

"Many domestics are scared to belong to a group in case it is mistaken for black power. But I want to impress upon them that the only way they can succeed is as a group," she said.

Although Leah will be senior to Sue Gordon, she does not see herself as taking over DWEP.

"Sue Gordon is DWEP," she said.

"Her work has been very highly appreciated and she has gained the respect and love of the domestic worker."

Wages: consul rapped

JOHANNESBURG — The Domestic Workers and Employers Project (Dwep), has expressed dismay over the decision by the wife of the Transkei Consul-General to pay her servants the Houghton going wage.

Earlier this week Mrs Tabitha Dubeni said she had consulted her neighbours about wages for her five servants and had decided to pay her domestic the same.

The cook will get just over R50 a month and the cleaner slightly less than R50.

Mrs Sue Gordon, national organiser of Dwep, said yesterday she hoped Mrs Dubeni would right the matter by paying her servants at least the minimum wages recommended by Dwep.

These were R65 a month for workers without special skills and R80 a month for those with special skills — such as cooks.

"If the Dubenis can't afford these minimum wages then we suggest they do as many others are doing — have people working fewer hours a week for a proportionally reduced rate of pay," Mrs Gordon said.

"One does feel that representatives of a State such as the Transkei, many of whose citizens make up close to a million domestic workers in South Africa, should set an example in their employment practices," she said.

MRS. PAULINE PRETORIUS photographed at her Glenashley home with some of the objectors' petitions to her leisure centre for domestics. With her are her maid, Mrs. Lena Nkosi (left) and Mrs. Alena Ndaba.

Housewife plans servants' centre

Mercury Reporter 16/9/77 (292)

GLENASHLEY housewife Mrs. Pauline Pretorius plans to start a recreational centre for African domestics so they can "enjoy just a token of the luxuries we Whites enjoy."

Speaking at her Lydia Drive home, Mrs. Pretorius, a mother of two little girls, said she had applied to the Durban Corporation and the Port Natal Bantu Affairs Administration Board for permission to open the leisure centre.

It would be a club for domestics in the area who would pay an annual membership of about R20. Membership would be given when written permission from their employers and passbooks had been produced.

every passing African," she said.

She hopes to rent the old REC supermarket which has been vacant for some time, to partition it and have two TV lounges, table tennis, films and sewing rooms.

Rent

"The TVs will be donated and a ping pong table is not too expensive. But the rent will be about R1 000 a month and the domestics will have to finance it.

"We have had lots of support. Many people do not like their domestics having visitors and here they will be able to meet and talk. They will be able to sit on a chair and not on the pavement as they have to now."

But there have also been about 20 objections and petitions signed by many people in Glenashley and La Lucia.

Mr. H. D. Grant of Ashley Avenue said in his letter: "If we wanted to live in a Bantu area we would certainly have bought a house there.

"We are still very shocked because it is a White zoned residential area."

Objectors fear that with a bottlestore nearby, drunken Africans may molest their children going to the tearoom.

Feared

"One woman said she feared it would become a centre for terrorists. But we trust these people with our children and almost our lives," said Mrs. Pretorius.

"They live here with us but we expect them to pay bus fares to go elsewhere for their leisure.

"There will be proper control of admission and membership with identification tags and security guards. It will be open until 8 p.m.

"I am not politically motivated. I am just a housewife who wants to do something for my domestic so she can enjoy just a token of the luxuries we enjoy.

"The owner of the building, Mr. C. T. Cresswell has withheld renting it to others so we can get in our application.

"If objectors torpedo it, then another will take its place. Maybe for another venue or another area, but this sort of thing has got to come and someone has got to pioneer it," she said.

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Employment of domestic workers

292

Star 24/10/77

Alas — the much-maligned South African housewives are in the wrong yet again.

For years we were criticised and condemned as lazy and spoiled because we employed servants. Then came Mrs Sue Gordon, who did not begrudge us our servants but objected that we overworked, underpaid and generally exploited them. Now, apparently, the latest complaint is that we no longer employ ENOUGH servants, thus depriving many African women of their livelihood. Was there ever such a case of "you can never win"?

The basic fact which everyone seems to overlook is that for the vast majority of us, a servant is a luxury. We are under no obligation to employ one at all. Like all luxuries, we are glad to enjoy them as long as we can afford them, but when the cost becomes a strain on the budget, we give them up.

If today there is unemployment among servants,

Mrs Sue Gordon

it is a direct result of Mrs Gordon's activities. For years she has encouraged them to demand more and more money for less and less work. She has created a guilt complex among those of us who cannot afford or are not prepared to submit to such demands, so that we are solving our problem by dispensing with the servants altogether. I hope she and her supporters are satisfied with what they have achieved.

Opted out and thankful
Schoemansville.

11/11/77

WOMAN of the YEAR

292

Domestic workers are her concern

"Black domestics and white employers can give so much to each other just by talking and exchanging ideas," said Leah Tutu, who this year became the first national director of the Domestic Workers' and Employers' Project.

Mrs Tutu, the wife of the former Anglican Dean of Johannesburg, the right Reverend Desmond Tutu, who is now Bishop of Lesotho, commutes to Johannesburg for one week each month.

"It's an overwhelming job," she said. "There's more than enough to cope with, especially trying to break down prejudices between employers and workers."

Mrs Tutu, who used to be a community worker for DWEP before she moved to Lesotho last year, holds meetings with both maids and madams to listen to complaints.

Mrs Tutu would like to be able to spend more time with DWEP, but living in Lesotho imposes limitations.

She has a husband and a home to look after, as well as church work and her official duties as a bishop's wife.

"Besides trying to upgrade the salaries and standards of domestic workers, I want to visit other DWEP centres in the country and would like to see DWEP start up in the Free State.

"I also wish more employers would come to our meetings. So often I find that I'm preaching to those already converted."

— Annabelle Ward

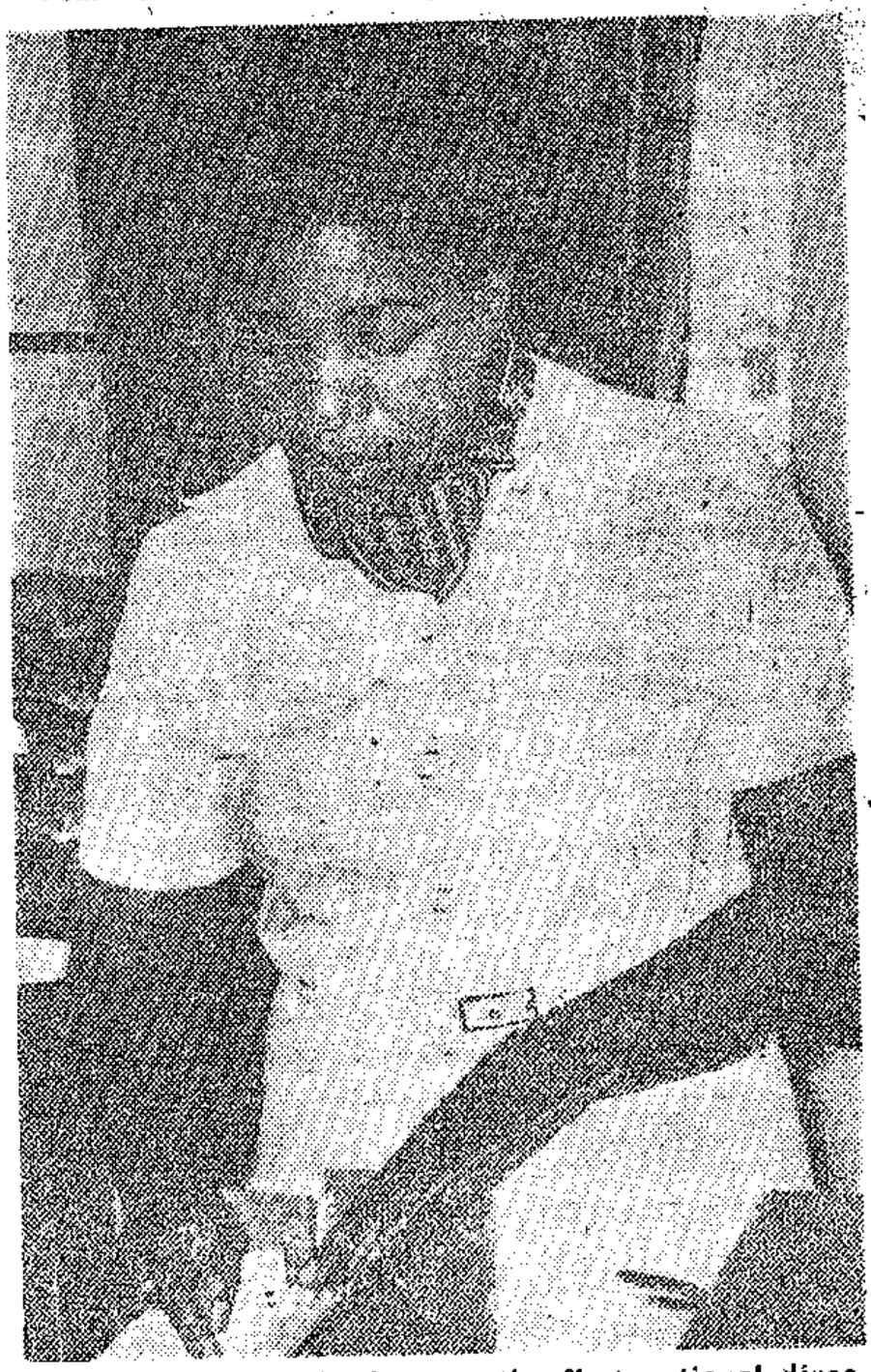
Contributors to society

Today we feature the second set of local women nominated by senior editorial staff of The Star for some noteworthy achievement during the current year. The aim of this series is not only to give credit where credit is due, but also to focus attention on the many facets of the feminine contribution to modern society.

When stories on the 21 women selected have appeared, you will be asked to vote for the one you consider to be most deserving of the title of Woman of the Year, and to give your reasons for doing so.

The result of this readers' ballot will be announced at the Woman of the Year luncheon which will take place at a Johannesburg hotel on December 7.

Interviews with the next two Woman of the Year candidates will be published tomorrow.



LEAH TUTU — who became the first national director of the Domestic Workers' and Employers' Project this year.

and grievances. Then she sets about trying to explain the different points of view.

Missing out

"The way I see it, they are two women thrown together for a whole day — that is if the employer doesn't work. Both are housebound and missing out on other things in life," she said.

"I have found that the main stumbling blocks preventing a harmonious relationship between them is, first, the white South African way of life, and, second, the cultural differences."

By talking, they can get to know and trust each other, and eventually break down the feeling of "us and them," Mrs Tutu added.

She feels the most important thing is to teach domestics self value and make them aware that they are people who matter.

"As blacks we need to assert ourselves, but this is even more necessary for the domestic worker," she said.

"DWEP is a medium which helps them to see themselves as people."

Jhb domestics discover their monetary muscle

RR 41 Nov 1977 (292)

There's no need for anyone to say that they can't do anything to improve the situation in South Africa.

A group of domestics working quietly together in one of the DWEP Centres of Concern. There's plenty of power that can be wielded by groups like this acting together to stop exploitation and to expand the knowledge of the members, says Sue Gordon, director of DWEP.

Picture: Jeff Wollson

That firm opinion held by Sue Gordon, organiser of the Domestic Workers' and Employers' Project (DWEP), has been growing stronger lately as a significant new direction in work among domestic workers has emerged.

The new direction is embodied in a "Consumer Group" of domestics functioning in Parkhurst, Johannesburg, and which is led by two local domestic workers, Mss Margaret Sithole and Victoria Diale.

The group came into existence last June with an economic motive — to counteract the abuse and exploitation of domestics by cafe owners.

Forming the group did not prove easy; despite widespread agreement among domestics about the bad behaviour of cafe owners, there was both fear and suspicion to be overcome, and only three or four people turned up at the initial meetings.

Collective action

The breakthrough was provided by two events: the first was the accession to the staff of DWEP of Mrs Leah Tutu, whose name and reputation attracted sufficient people to a meeting to get the group launched.

The second event was the successful organisation of a petition by Margaret Sithole and Victoria Diale to have a black bus service extended to Parkhurst. Over 300 signatures were obtained, and suddenly people became aware of the power of collective action.

In its meetings, the group has discovered that domestics are by no means without power. For instance, they have been learning about how to make complaints to the Price Controller and the Consumer Co-ordinating Council when shop-owners act discourteously or unfairly.

Economic muscle

They have also been learning that in fact they possess considerable economic muscle. Sue Gordon estimates that in a suburb like Parkhurst there are about 2 000 domestics.

Not only are they often charged with making purchases for the households in which they work; [illegible] are spending up to [illegible] double spend- for domestics.

Doing something

Thus, it is becoming clear that there is practically no limit to the ways in which domestic groups of this kind can be used to help people, to give them a sense of solidarity and belonging, and to develop leadership. Similar groups are in the process of formation in Johannesburg.

"I would like to see lots and lots of them coming into existence," says Sue Gordon. And this is where those who feel most helpless about the situation in the country can find an avenue for doing something.

"Anyone could run a few simple numeracy classes in their homes," she says. Another example; people living in flats could get the cleaning staff together and do the same thing.

"It might seem to be working on [illegible] but for the [illegible] Ms Gordon

given wrong change, being forced to buy unmarked goods which they have taken off shelves to find out the stead of change in cash.

A quiet withdrawal of custom from shops guilty of such practices could have a marked impact, and quickly persuade the owners to give better and less exploitative service.

And yet consumer action was quickly shown to be only one of the needs which the group could meet.

Open to exploitation

Another was bulk buying. To take just one example; the lack of electricity in their rooms means that many servants have to buy candles. At the local shops these are sold for 10c each. Bought in bulk from a supermarket, they cost only 5c each.

Another need quickly discovered in the group was that for numeracy teaching. "Many domestics are illiterate," says Ms Gordon, "and it is surprising how many of them do not know how many cents there are in a rand or grammes in a kilo."

That, of course, makes them wide open to exploitation — as does the widespread ignorance of the full implications of hire purchase. With no other sources of information, many domestics believe that hire purchase actually saves money.

Going further, the group invited a representative from a major insurance company to explain to them his company's pension scheme

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Du Raan, G.G.
Durina, C.
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Enright-Mooney, S.J.
Dorfmonville de la Cour, E.J.
Miss
Dixon, C.K.J.
De Waal, J.H.H.
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BEHIND THE BROKEN GLASS

How many tenants of Killarney's luxury flats have ever been into the cleaners' quarters in their buildings? They might get a shock if they did go in, so dismal are the rooms.

The wages of the flat cleaners are dismal too. An *FM* survey of more than 50 cleaners in a dozen Killarney blocks found pay to be as low as R58 to R70 a month — not even half the latest PDL for Johannesburg (*FM* November 11).

Lowest paying of the blocks surveyed was Killarney Gardens, managed by I Kuper. It pays women flat cleaners R57,38. "We are starving," one of the women told the *FM*. "We cannot live. We want the company to give us more money."

Most of the Killarney Gardens women have four or five children to support. In one family there are seven children. Indebtedness is a constant feature of life. The women run their own savings scheme, to which they contribute 25c each month. Withdrawals are made from the accumulated fund to tide them over hard times, for example when they have medical expenses to pay.

The women cleaners generally travel in from Soweto each day. Their wages include a R6,68 transport allowance, but this falls far short of the R12,40 actually needed for train and bus fares. When bus fares went up last year, there was no increase in the allowance. Fares have increased again: the Johannesburg station-Killarney trip is up from 15c to 20c, but the cleaners don't know how they will bear the increase.

Men cleaners generally live in Killarney itself. Their rooms usually have small ceiling windows, poor ventilation and corrugated iron or concrete roofs. Often they are separted from each other only by partitions over which one can peer into the next cubicle. Heaters are not provided and in winter the rooms are freezing.

Ablution facilities are usually primitive. Most of the blocks of flats provide only showers for their men cleaners.

Daventry Court has never laid on hot water for cleaners or for domestic servants living in. Workers have to fetch hot water from the caretaker or from their employers' flats.

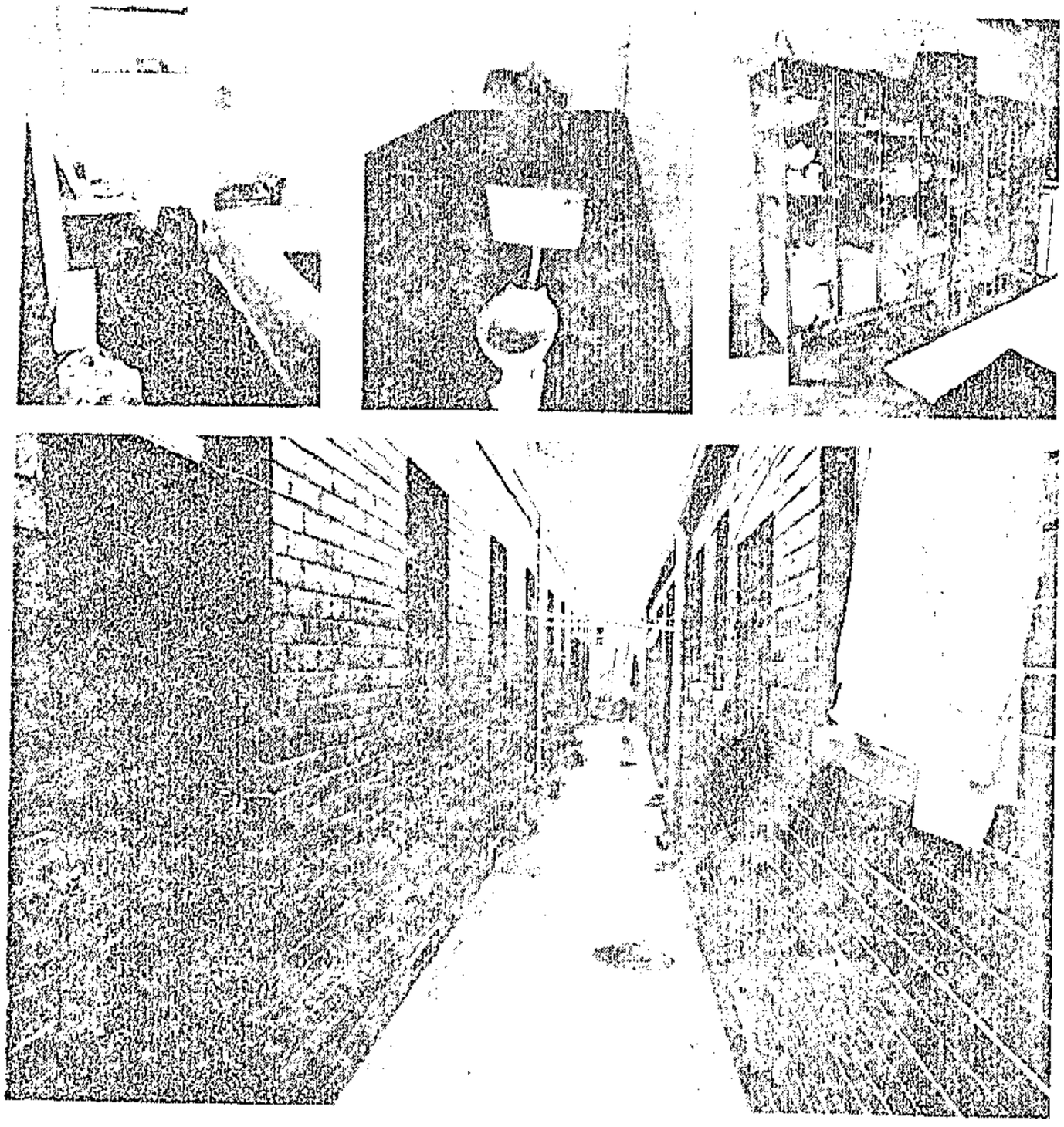
Decay pervades the servants' quarters at Daventry. Piles of rubbish lie in the tiny courtyards adjoining the rooms. Stairway rails are rickety. The lavatories are without seats. Taps are broken.

A number of blocks keep their cleaners in roof-top dormitories. In Santa Margherita, run by Julian Klaff, six employees share a large room under Spartan conditions. Each worker has an iron cage in which to keep personal belongings. There are no baths, carpets, or curtains, nor is there a shade for the solitary electric globe suspended from the roof — a far cry from the wall-to-wall carpeting, attractive chairs, and mosaics in the foyer.

Petty apartheid rears its head too. A walk into High Wycombe, under the direction of J H Isaacs, reveals a sign over one lift-door: "Non-Europeans only."

Sex apartheid is also to be found. Rapallo keeps out male marauders with a two metre high wall between the rooftop quarters of men flat-cleaners and women domestics. On top of the wall, pieces of broken glass are embedded in concrete. At night, the doors of the women's quarters are locked.

Social security is minimal. None of the cleaners is on a pension scheme, which no doubt explains why so many of them are elderly people who have not been able to retire. Medical expenses are borne by the cleaners themselves. Most buildings do grant their cleaners a one-month annual holiday but only at about a third of their normal wage-rate.



Rent control

Flat-owners and agents defend their practices on the grounds of expense. A spokesman for the owners of Daventry says hot water cannot be installed there "in the immediate future" because it would cost thousands of rands. Rent control reduces income and means it would take years to get a return, he says.

Says Julian Klaff of Santa Margherita: "These are rent-controlled flats. The owner pays 14% on his bond. A millionaire can live in a flat (there) and pay R200 rent when it's worth R800. He has a driver and servant who he underpays. He lets them freeze in winter because he doesn't provide a carpet."

On petty apartheid, J H Isaacs says it is established policy for the company to eliminate racial segregation. The "Non-Europeans only" lift signs at High Wycombe must have been "overlooked."

Remarked one male flat-cleaner: "You can work like a dog for a hundred years. When you're finished, nothing, no pension, no anything. They just forget you."

Move to license domestics

Cape Times 10/2/78 (29)

By TONY ROBINSON

THE Bantu Affairs Administration Board in the Peninsula wants all African domestic servants who live in Sea Point and Green Point to be licensed.

BAAB has written to the City Council asking for its comments before requesting the Minister of Bantu Administration and Development to enforce the measure.

At present people have to obtain a licence to employ and accommodate African domestic servants in a white area. Those who employ only one servant are exempt from the provision, and BAAB says it wants to have this exemption withdrawn.

According to their letter to the council, BAAB does not want to "summarily remove" all African domestic servants from these white areas.

However, as a "first phase, all domestic servants who are at present living on employers' premises should be licensed, and that rehousing in bantu areas will only take place when adequate alternative housing is available".

The matter was considered by the City Council's Executive Committee yesterday, and it was decided to refer it to the Green and Sea Point Ratepayers and Residents' Association.

The letter from BAAB to the council said the move was the result of "growing complaints from the public regarding the presence of large numbers of bantu servants staying overnight in the Sea Point and Green Point area".

Brigadier J H van der Westhuizen, chairman of BAAB, said the move amounted to nothing more than "a feeler".

Werkerbesonderhede (4)

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The Cape Times, Thursday, February 16, 1978

Town Clerk urges servant registration

THE OWNERS of Cape Town blocks of flats may have to keep a register of all servants living on the property in future if the City Council passes a new by-law recommended by the Town Clerk, Mr H G Heugh.

The measure is the result of prolonged discussions with the Green and Sea Point Ratepayers' and Residents' Association.

In a report to the Town Planning Committee, Mr Heugh says "the control of non-whites illegally housed in domestic quarters in the Green and Sea Point area is giving cause for continued concern". In many cases police had difficulty in carrying out inspections and enforcing the present by-laws.

A deputation from the ratepayers' association had argued in favour of a change in the building by-laws "to enable the police to cope with a situation that threatens to get out of hand".

Mr Heugh said the present regulations allow only bona fide domestic servants of residents to occupy servants' quarters.

He recommended changes in the by-laws requiring the owners or caretaker to keep a register of all servants in the servants' quarters. This register should be available for inspection at all times by the police or authorized council representatives.

In addition the person in charge of a block of flats should keep duplicate keys for every room occupied by resident staff or domestic servants and these keys should also be available to the police or authorized council employees.

Mr Heugh also recommends that a night watchman should be employed for every block of 10 or more flats or maisonettes.

The watchmen should be on duty from 6pm to 6am th following morning.

The committee decided to adjourn the matter so that it ca consult the police and the Domestic Workers' Union.

Mr Sam Gross, chairman of the Green and Sea Poir Ratepayers' and Residents' Association said yesterday that th by-laws reflect the spirit of the regulations suggested by th association. In addition they had the support of the Domesti Workers' Union.

Earlier this month the council was asked to comment on proposal by the Bantu Affairs Administration Board for th licensing of servants in the area.

This proposal is to be discussed by the ratepayers association.

(g) Nou op skool?

(h) Skool (naam, soort, distrik en afstand van plaas)

(i) Werk wat vir boer gedoen word (b.v. gedurende skool

ARGUS 15/3/78

Police may be allowed keys to hotel rooms

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A SUGGESTION that keys to servants' rooms at flats in Green Point and Sea Point should be available on demand to police and council officials may be extended to include hotels and boarding houses.

This was one of the suggested new regulations considered by the Town Planning Committee of Cape Town City Council today.

The committee recently consulted representatives of the Domestic Servants' Action Group, police, property owners and the residents' association about new regulations suggested by the Town Clerk, Mr H G Heugh, aimed at reducing rowdiness.

ON DEMAND

These included the possibility of making duplicate keys to servants' rooms available on demand to police and officials.

The City Engineer, Mr J G Grand, said the regulations were 'open to abuse.'

As a result, the regulations were redrafted and they include the new extension.

Cape Times 16/3/78 (294)

Laws approved for servants' register

NEW REGULATIONS which will compel the owners of "accommodation establishments" to keep a register of servants living on the property were approved yesterday by the City Council's Town Planning Committee.

These regulations, which amend the city's building by-laws, are the result of problems experienced in the Sea Point area.

They were discussed recently with deputations from the Green and Sea Point Ratepayers and Residents Association and the Domestic Workers Action Group.

Initially the regulations were to apply only to blocks of 10 or more flats, but it has now been decided to extend them to cover hotels and boarding-houses.

The regulations also place the responsibility for control and supervision of servants' quarters on the owners, but the provision calling for a night watchman at every block has been dropped.

The register of servants living on the property has to be available to police and authorized municipal officials at any time of day or night, and duplicate keys to servants' quarters must also be available.

The City Engineer, Mr J G Brand, said Cape Town's building by-laws are due to be repealed by the national building regulations, which are due for promulgation "in the not-too-distant future".

Cape Times
28/4/78
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Council rejects by-law on servants

By TONY ROBINSON

THE Cape Town City Council yesterday rejected a by-law designed to control the occupation of servants quarters in blocks of flats, particularly in the Sea Point area.

The regulations would have forced flat owners to keep a register of all resident servants as well as duplicate keys to their rooms. These were to have been made available to police and certain municipal officials.

During the debate official crime figures were quoted which showed that there was less serious crime in Sea Point than in most other areas of the Peninsula.

Several councillors objected strongly to the "key" provision but the idea of keeping a register of servants found more favour.

A Sea Point councillor, Mr J S Rabinowitz, said the control of servants' rooms was absolutely essential for law and order in Sea Point.

Anybody who hindered the promulgation of the by-laws would be hindering the police and "condoning a state of terror and aiding and abetting the increase of lawlessness in Sea Point".

Mr A H Honikman said he totally disagreed. "How dare we use town planning regulations to hand out keys to people!" he said.

Mrs Joan Kantey said that official police figures for last year showed that there had been more assaults in Claremont (106) than Sea Point (103) but much more serious crime problems were experienced in areas like Guguletu where there had been 1 135 serious assaults last year.

Mrs Kantey said she felt sorry for the police in Sea Point as they did not have enough men to investigate all the complaints.

Mrs Eulalie Stott, chairman of the Housing Committee, asked if there was any proof that the muggers lived in servants quarters. She quoted more official figures which showed that serious crimes like assault and housebreaking and theft were worse in her own Claremont ward than in Sea Point.

Urban renewal pilot scheme go-ahead

THE City Council decided yesterday to go ahead with four pilot schemes for urban renewal that will involve special loans to owners in depressed areas to encourage them to improve their properties.

The areas chosen for the schemes are in Maitland, Muizenberg, Kensington and Wittebome. Two of the areas are white and two are coloured.

The project was initiated by Mr Sol Kreiner, who represents Woodstock in the council, and it has received the backing of the City Engineer.

Mr Kreiner said at the council meeting yesterday that the success of the schemes depends on the treasury advancing money at about 7 percent instead of the present rate of 11,25 percent.

The funds will come through the Department of Community Development if final approval is given.

He told the council that similar schemes proved successful in other parts of the world and they were now preferred to the old system of wholesale slum clearance and rebuilding.

This kind of urban renewal increased the value of the land and this had the effect of halting the encroachment of industry.

Mrs E Stott, chairman of the housing committee, said she would like to thank the government for the legislation that made this type of urban renewal through low interest loans possible.

Mr E E Riese, chairman of the Amenities and Health Committee, said the legislation had been passed in 1971 but no attempt had been made to use it until it was "discovered" by a relatively new councillor, Mr Kreiner.

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Cape Times 18/5/78

Servant laws to be amended?

REGULATIONS to control the occupation of servants' quarters in blocks of flats might still be introduced by the City Council — but in a more relaxed form.

A by-law which would have forced flat-owners to keep registers of live-in domestic servants and duplicate keys to their rooms, which could be made available to police and municipal officials, was rejected by the council last month.

The town planning committee was asked at its meeting yesterday to reconsider amending the building by-laws to compel owners of blocks of flats to keep registers of servants living on their premises.

The request, by a Sea Point councillor, Mr J S Rabinowitz, made no mention of the controversial duplicate key clause which raised strong objections at last month's council meeting.

The committee yesterday instructed the Town Clerk and the City Engineer to draft regulations providing for the names of domestics, plus the names and flat numbers of their employers to be displayed prominently near the entrances to servants' quarters.

A decision on the issue was deferred till the regulations were drafted and placed before the committee for consideration.

Hansard 17 30 May 1978
Question 657 Col. 835–836.

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~~545~~

pay, (c) when was the system of employing women on this work instituted and (d) why are men not employed for this work.

The MINISTER OF PLURAL RELATIONS AND DEVELOPMENT:

Yes, as street-cleaners.

(a) 277.

(b) (i) 07h00—16h00.

(ii) R103 per month.

(c) March 1976 on an experimental basis and permanent as from September 1976.

(d) Men did not perform this work satisfactorily.

CAPE Times 16/6/78

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Servants: Exco to consult

THE City Council's executive committee has agreed to consult the Green and Sea Point Ratepayers' Association before commenting on a Peninsula Administration Board move to withdraw residence exemptions from African servants living in Sea Point.

The board advised the City Council earlier this year that it intended to ask for withdrawal of all exemptions for the area and substitute a licensing scheme.

This was as a result of the "growing number of complaints from the public regarding the large numbers of 'bantu' servants staying overnight, particularly in the Green and Sea Point areas".

The board did not intend "summarily removing" all domestic servants from the white areas but as a first phase would license those at present living on employers' premises.

Rehousing in the "bantu areas" would only take place when adequate alternative housing was available, the board said.

Star 19/6/78

(294)

Servant cutback increases jobless

Sieg Hannig, Labour Reporter

Figures which indicate a marked cutback in the number of full-time domestic servants employed by whites have been released by the Department of Statistics.

Confirmation of the changed lifestyle of South African whites — and of the unemployment threat to blacks comes in a survey of white households, excluding flats.

This shows the cash wages of full-time servants rose by 77 percent in the six years from 1971 to 1976 — while the average expenditure of all white households on such servants' wages rose less than half as fast — by 37 percent.

The difference means that full-time servants have made way for part-time servants or have joined unemployment queues.

REASONS

The survey shows the average expenditure on wages of part-time servants doubled in the six years — an increase that exceeds the rise in cash wages of full-time servants by close to a quarter.

But the numbers of the servants and households involved in these changes do not appear in the official publication.

The trends reflected in the survey are well known to Mrs Priscilla Henwood, chairman of the St John's Centre of Concern of Parkmore, Sandton.

At the centre's unemployment service on Wednesdays she sees scores of women looking for work as a result of:

- Cutbacks in servants by whites who are trying to make ends meet while the rise in the cost of living outstrips the rise in salaries.
- Influx control regulations which prevent many potential employers from employing servants who are from "the wrong area."

A SOLUTION

"The dilemma is that good 'madams' often have to send away valued servants because they cannot afford to pay them the wages they would like to pay," Mrs Henwood said.

"One solution is for such servants to take on extra work elsewhere, but even that is hard to come by these days."

How Sea Point could get rid of servants' quarters

CAPE TIMES 15/6/78

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From Mr B LEVITON (6 Seaview Court, Glengariff Road, Three Anchor Bay):

FOR the past four to five years Sea Point has been in the news more than any other suburb in South Africa. Various opinions have been expressed and half-measure cures for all the ills proposed.

I have resided in the area for the past 31 years and have seen Green and Sea Point develop into a sought-after residential area to which people have flocked in their thousands. Councillor Rabinowitz, myself and many other members of the Ratepayers' and Residents' Association have warned against the erection of too many high-rise buildings and asked for amendments to the City Council's regulations authorizing these buildings as they would eventually lead to the area becoming a sophisticated slum.

To solve our present difficulties, and to make these Atlantic suburbs worthwhile places to live in again, I suggest that we should do the following:

(1) The government should pass a law that domestic servants should work only specified hours like all other employees — perhaps 8.30am to 5.30pm or 6pm would be ideal.

(2) The City Tramways should be requested to provide express transport to the suburbs, where most of the domestics reside, to enable them to come to work and go home in the shortest possible periods.

(3) Millions have been spent on homes for people and another million or two could be found to provide housing for those who have no homes to go to.

(4) For the single domestics, who have no accommodation, single quarters could be provided in the non-white suburbs.

I feel sure all the law-abiding domestics would rather go home to their families at night than reside in the servants' quarters of homes and flats. They would prefer to live their own lives among their own people than be forced to harbour all kinds of strangers.

letters

(5) Vagrants, and those who do not wish to work, could be sent to work colonies, where they would be taught to work for their living and be rehabilitated.

By implementing the above proposals, servants' quarters would be unnecessary. The only domestics who would then reside here would be those who have permits to do so. These permits would be issued to employers who, for valid reasons, could not do without a sleeping-in employee.

I feel sure the residents of Green and Sea Point would co-operate to implement these proposals and thereby eliminate all the troubles caused by the influx of undesirables to our area. It would at the same time solve the troubles we have on the buses and on our beaches. With goodwill on all sides these proposals would not only be workable but would be welcomed by all. I am convinced nothing else will solve our problems.

The time is not far distant when domestic employees will be unobtainable and even the most affluent will have to knuckle down and do their own household chores.

The police and police reservists already have too much to do and their work is made more difficult by people who do nothing but try to put a sadistic tag on everything they do.

The City Council will never *enforce* their regulations, and they consider their duties do not include the solving of our local troubles.

SOUTHERN AFRICA[illegible]VELOPMENT RESEARCH UNIT

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Woman burnt to death

EAST LONDON — A domestic servant at 56 Frere Road was burnt to death at the weekend when her bed clothes caught alight while she was sleeping.

The identity of the servant had not yet been established last night. She worked for Mr S. B. Mattheus, who was not prepared to comment.

A police spokesman said the fire was probably started by a primus stove which fell over setting the room alight.

Foul play was not suspected. — DDR.

The Secretary,

Dear

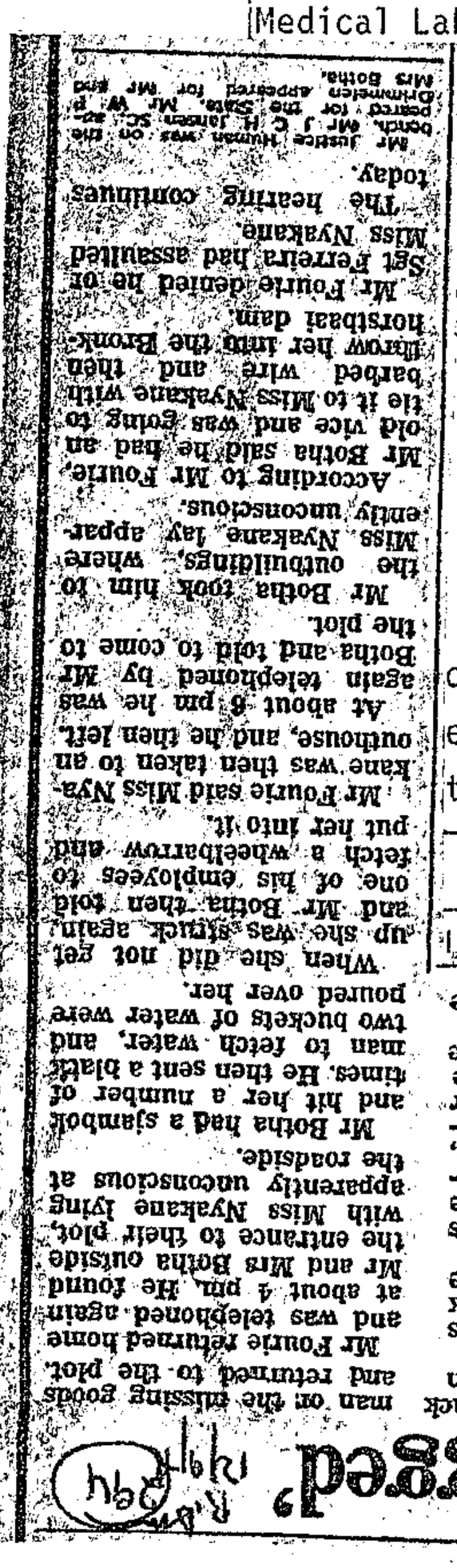
Thank you very much for providing us with figures of union membership for our book. We greatly appreciate your help.

Yours sincerely,

DELIA HENDRIE ALIDE KOOY
Research Assistants

Table 35 (continued)

NATIONAL DIPLOMA FOR TECHNICIANS OR NATIONAL DIPLOMA IN :	Africans employed if available			
	i) immediately		ii) in 1981 assuming full economic recovery	
	Technicians	Firms	Technicians	Firms
Chemical Plant Operation	9	4	30	10
Chemical Technology (Plastics)	9	3	16	6
Paint Science	11	5	18	5
Brewing Technology	-	-	6	1
Microbiology	1	1	5	2
Food Technology	2	2	10	5
Sugar Technology	6	1	24	4
Meat Technology	1	1	2	1
Water Purification Technology	1	1	3	2
Health Inspectors	1	1	3	1
Medical Laboratory Technology	1	1	1	1
TAL	392		1 003	
CERTIFICATE FOR TECHNICIANS AL CERTIFICATE IN :				
Engineering (Heavy Current)	2	2	11	6
Engineering (Light Current)	11	6	40	17
Engineering	31	8	67	19
Draughtsmanship	8	6	22	8
Draughtsmanship	6	2	11	3
	3	3	19	6
oremen	28	7	55	14
ection	1	1	2	1
t Surveying	23	2	41	2
A L	113		268	
LOMAS AND CERTIFICATES	505		1 271	



'Kitchen maid, 15, was flogged'

By ROY DEVENISH
Pretoria Bureau

AFTER beating a 15-year-old kitchen maid with a sjambok, a farmer said he was going to tie a vice to her body and throw her into a dam, the Pretoria Supreme Court heard yesterday.

The farmer, Mr Martinus Jacobus Botha, 32, and his wife, Mrs Johanna Anna Gesina Maria Botha, 21, have pleaded not guilty before Mr Justice Human to a charge of murdering Miss Engelina Nyakane.

It is alleged that the couple caused her death on April 29/30 this year by beating her with sjamboks, striking her head against a wall and other assaults unknown to the State.

The assault allegedly occurred on Mr Botha's plot at Rietkol, Sundra.

Mr Pieter Fourie, a distant relative of Mr Botha, said Mr Botha telephoned him at about 8 am on April 29 and asked him to come to his plot as he had "problems with a black woman who had stolen something".

He arrived at Mr Botha's plot and took a sjambok he kept in his car into the house.

After questioning Miss Nyakane, the police were called and a Sergeant Ferreira, Mr and Mrs Botha, Miss Nyakane and Mr Fourie went to a farm near Ekloff where Miss Nyakane had said a man had the man or the missing goods and returned to the plot.

Mr Fourie returned home and was telephoned again at about 4 pm. He found Mr and Mrs Botha outside the entrance to their plot, with Miss Nyakane lying apparently unconscious at the roadside.

Mr Botha had a sjambok and hit her a number of times. He then sent a black man to fetch water, and two buckets of water were poured over her.

When she did not get up she was struck again and Mr Botha then told one of his employees to fetch a wheelbarrow and put her into it.

Mr Fourie said Miss Nyakane was then taken to an outhouse, and he then left.

At about 6 pm he was again telephoned by Mr Botha and told to come to the plot.

Mr Botha took him to the outbuildings, where Miss Nyakane lay apparently unconscious.

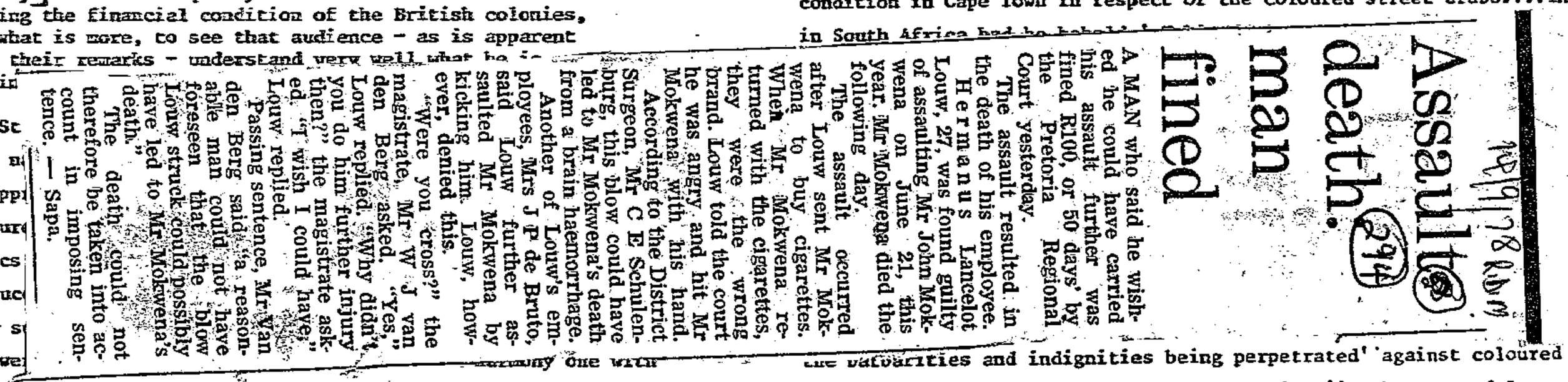
According to Mr Fourie, Mr Botha said he had an old vice and was going to tie it to Miss Nyakane with barbed wire and then throw her into the Bronkhorstbaai dam.

Mr Fourie denied he or Set Ferreira had assaulted Miss Nyakane.

The hearing continues today.

Mr Justice Human was on the bench. Mr J C H Jansen SC, appeared for the State. Mr W P Dimmeter appeared for Mr and Mrs Botha.

ordinary clothes, except the necktie which is generally alarming, being mostly red, white and blue. There are a few poor fellows who lack even more than collars and ties - one or two who are barely covered. But they are all happy-looking. There is no cold shoulder for the ragged Kafir, but a nod, a handshake or perhaps a joke. All crowd together and pass newspapers and tobacco bags to each other.... The intellectual standard of the meeting is equal to that of any British Labour meeting. You are amazed to see a native with a copy of "Nineteenth Century" in his hand, criticising an article by a London bigwig on the South African labour question. [A reference to an article by Sir H.H.Johnston, 'The Native Labour Question in South Africa', published in The Nineteenth Century and After, Vol.52, November 1902, an article advocating the use of migrant labour from Central Africa to meet the needs of the rapidly expanding South African economy.] You are equally amazed to hear a native discussing the financial condition of the British colonies, and what is more, to see that audience - as is apparent from their remarks - understand very well what he



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wena on June
year. Mr Mokwena
following day.
The assault
after Louw sent
wena to buy c
When Mr Mokw
turned with the c
they were
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Mokwena with
According to th
Surgeon, Mr C E
burg, this blow c
led to Mr Mokwe
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Another of Lo
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death could not
e taken into ac-
imposing sen-
harmony one with

another and put their hands in their pockets' - 'just the three points on which the coloured people were most lax'. And another speaker on the same occasion made the point that it 'was quite a common thing to see [the Kafir] going to his work at the Docks or wherever it might be, reading either some schoolbook or the newspaper, and it was the same thing at his breakfast hour and dinner hour.' There was a painful contrast between the great missionary institutions for Kafirs such as Lovedale and the coloured mission stations at Genadendal and Mamre where, so Mr. Petersen alleged, 'there were not more than a dozen people who could read a newspaper and explain its contents.'(23) Another criticism of the mission schools, as Isaac Dreyer pointed out at another meeting, was that the rules were so strict that the boys were 'like dogs on a chain.' When these young men arrived in town, 'they found they had liberty for the first time in their lives and frequently let it degenerate into licence.'(24) But coloured parents were also to blame. They were in

too much/...

too much of a hurry to take their children out of school, a visitor from Calvinia pointed out, so long as their boys could 'pretend to read and write' What did this lead to? - 'the empty-head coloured youth who occupied the whole of the pavement in crowded Plein Street on Saturday night and declined to budge even for women and children while he discussed football and so on.'(25

These were some of the conditions that led to the emergence of what Tobin described as 'enormous numbers of coloured street arabs.' 'Not only did these lads run wild about the streets all day, assaulting and robbing inoffensive ladies and other hawkers, but they might be seen any night in gangs of 20 or 30 (a voice, 'Sometimes there's a hundred of them together') up till 12 o'clock or even later' 'Things were coming to a really terrible condition in Cape Town in respect of the coloured street arabs....In no place in South Africa had

the barbarities and indignities being perpetrated' against coloured people in the British-occupied former Boer republics 'in the name of law and Government.'(27) This concentration on narrower political issues made the A.P.O. less responsive to social problems than the Stone. The A.P.O. was also more exclusive in its membership for it made a point, as Tobin hastened to point out and condemn of excluding 'Kafirs' from membership.(28) But there can be no doubt that together with the Stone the A.P.O. had done much by 1906 to raise the political consciousness of the coloured people.

'Socialism', wrote Wilfred Harrison, one of the veterans of the movement, 'had its beginnings as a propaganda force from the plinth of the Van Riebeck Statue,' which then stood where Dock Road crossed the bottom of Adderley Street.(29) The statue was frequented by 'Labour orators' on Sunday mornings, and provided an ideal meeting ground for men of similar views

to get/...

SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT

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SALDRU

14/9/78 Room 290

The [illegible]ntary,

Convict employer of murder — State

By ROY DEVENISH
Pretoria Bureau

MR Marthinus Botha should be convicted of murder and his wife of culpable homicide, following the death of their 15-year-old maid, the Pretoria Supreme Court was told yesterday.

Mr Botha, 32, and his 21-year-old wife, Mrs Johanna Anna Gesina Maria Botha, have pleaded guilty to a charge of murder following the death of Miss Engelina Nyakane on their plot at Rietkol, Sundra, on April 29/30 this year.

In argument, the Prosecutor, Mr J C H Jansen said it was common cause that Miss Nyakane's death was the result of an assault on April 29.

Mr Botha had said in his evidence that he was aware that such a sustained beating, as had been described in court, could have led to her death.

In evidence Mr Botha claimed that at least six people, including he and his wife, had struck the girl with two sjamboks, and estimated that she had received 120 blows.

He said he realised that the sjambok was a dangerous weapon but had not thought during the assaults that Miss Nyakane would die.

Mr Jansen said the reason given by Mr Pieter Fourie, a relative of the accused, for bringing his sjambok to the Botha's was not very convincing, but Mr Botha had said in a statement to a magistrate, that he had asked Mr Fourie to bring it.

Mr Botha had pleaded guilty to culpable homicide and admitted that they were responsible for Miss Nyakane's death.

The court had only to decide whether they had intended to kill and if only the accused, or the accused together with others had assaulted her.

Mrs Botha had acted in common purpose with her husband in assaulting Miss Nyakane, but it appeared she had not intended to kill the deceased.

He would therefore ask that she be convicted of culpable homicide.

Mr Botha, he said, knew the implications of the assault, and should therefore be found guilty of murder.

Mr Jansen asked the court to reject claims by Mr Botha that Sergeant G Ferreira and a black man, "Joseph", had also assaulted Miss Nyakane as "highly improbable".

The hearing continues today.

The following table summarises the number of employees in the sample of firms we interviewed. This provides us with some basis for a comparison between the figures in the previous table.

Table 39. Total employment of firms in overall sample by region and race.

REGION	EMPLOYMENT			
	Whites	Asians & Coloureds	Africans	Totals
Durban	7 589	7 580	27 633	42 802
Natal Employers' Association	2 951	3 403	14 643	20 997
Witwatersrand	16 580	4 976	33 819	55 375
Rosslyn	724	7	3 315	4 046
Construction	8 039	4 891	33 168	46 098
T O T A L S	35 883	20 857	112 578	169 318

I. Generalisation from the sample findings

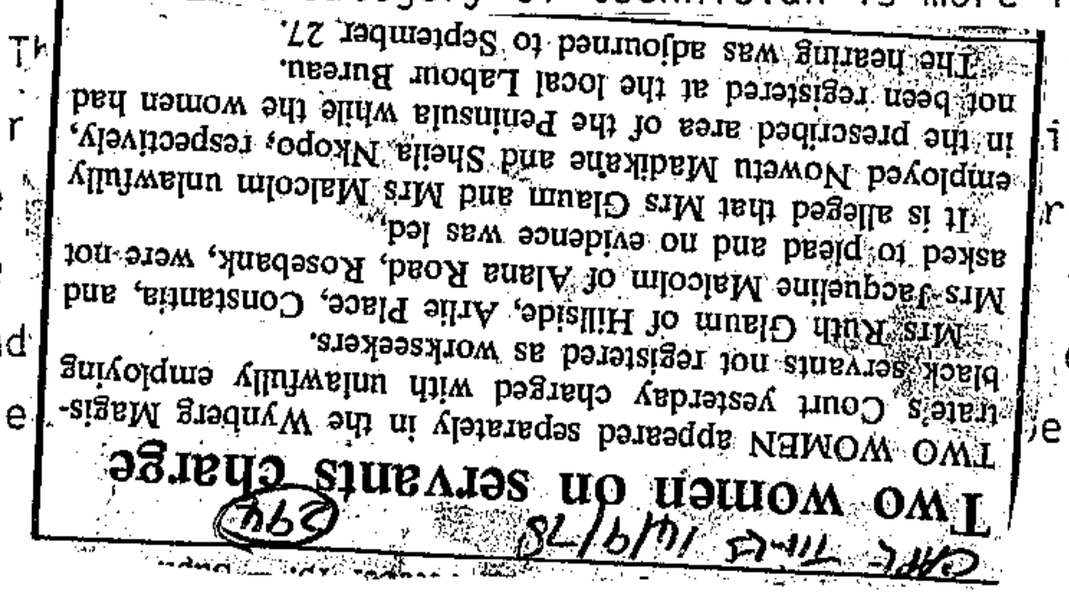
Unfortunately it is not possible to do more than guess what proportion our sample is of all the firms in the regions and industrial sectors we covered.

We are fairly sure, however, that we did not discover more than half the existing demand for African technicians in these regions and sectors. This holds only for the total number and not for each separate category of technician.

4. DISCUSSION OF THE FINDINGS

A. Question 3 (how many African technicians a firm would employ ...)

The answers to this question have provided us with an idea of what categories of technician are most in demand. However, our answers in fact consist of four different figures, each of which could be taken as an indication that one category of technician is more in demand than another. Th the researcher must come ir in deciding how to rank the r each. He must decide for the imme-diate demand demanding tech-nicians in e e done for 1981.



Two women on servants charge

TWO WOMEN appeared separately in the Wynberg Magistrate's Court yesterday charged with unlawfully employing black servants not registered as workseekers.

Mrs Ruth Glaum of Hillside, Arlie Place, Constantia, and Mrs Jacqueline Malcolm of Alana Road, Rosebank, were not asked to plead and no evidence was led.

It is alleged that Mrs Glaum and Mrs Malcolm unlawfully employed Nowetu Madikahe and Sheila Nkopo, respectively, in the prescribed area of the Peninsula while the women had not been registered at the local Labour Bureau.

The hearing was adjourned to September 27.

CAPE Times 14/9/78

Maid killing: State asks for murder conviction

294

PRETORIA. — Mr Marthinus Botha should be convicted of murder, and his wife, Johanna, of culpable homicide, following the death of their 15-year-old maid, it was contended in the Supreme Court here yesterday.

Addressing Mr Justice W J Human after the close of the defence case, Mr J C H Jansen, SC, for the State, argued that Mr Botha had said in his evidence he was aware that such a sustained beating, as had been described in court, could have led to the maid's death.

Mr Botha, 32, and his 21-year-old wife, Mrs Johanna Anna Gesina Maria Botha, have pleaded not guilty to a charge of murder following the death of Miss Engelina Nyakana on their plot at Rietkol, Sundra, on April 29 this year.

In argument Mr Jansen said it was common cause that her death was the result of an assault on April 29.

Mr Botha had pleaded guilty to culpable homicide and

Mr and Mrs Marthinus Botha

admitted he and his wife were responsible for her death, according to Mr Jansen.

He said the court had to decide whether they had the necessary intent to kill her, and if only the accused, or the accused and others assaulted her.

Mr Jansen said Mrs Botha had acted with common purpose with her husband in assaulting Miss Nyakane, but that it appeared she did not intend to kill the deceased.

He would therefore ask that she be convicted of culpable homicide.

Mr Botha, he said, knew the implications of the assault, and should be found guilty of murder.

Mr Jansen asked the court to reject claims by Mr Botha that Sergeant G F Ferreira and a black man, "Joseph", had also assaulted Miss Nyakane, as highly improbable.

He said the reason given by Mr Pieter Fourie, a relative of the accused, for bringing his sjambok to the Botha's was not very convincing, but Mr Botha had in a statement to a magistrate, said he had asked Mr Fourie to bring it.

In his evidence, Mr Botha claimed that at least six people, including he and his wife, had struck the deceased with two sjamboks, and estimated that she had received 120 blows.

He said he had realized that the sjambok was a dangerous weapon but had not thought during the assaults she would die

The hearing continues today. — Sapa

Sjambok man aware it was an abhorrent deed – counsel

(294) Rdm 15/7/8

Pretoria Bureau

JUDGMENT will be given today in the trial of Mr Marthinus Botha and his wife, Johanna, who are accused of beating their maid to death.

After four days of evidence in the Pretoria Supreme Court, Mr Justice Human announced yesterday that he would give judgment at 10 am today.

Defence counsel, Mr W O van Drimmelen, asked in argument yesterday that the couple be convicted of culpable homicide.

The defence would not try to minimise their part in the assault on 15-year-old Miss Engelina Nyakane, Mr Van Drimmelen said, and added that Mr Botha realised what an abhorrent deed had been committed.

Mr Van Drimmelen contended that Mr Botha had not beaten Miss Nyakane with the intent to kill her, but rather to try to get the truth about some missing items.

If he wanted to kill her, there were many other ways in which he could have done so. If he thought he could beat her to death, he would have not done so in a public road, where anybody could come, Mr Van Drimmelen said.

Mr Van Drimmelen said the court had also to take into account that Mr Botha had been drinking, and that there had been provocation in that Miss Nyakane confessed to the theft of a camera and a hairdrier, but had lied repeatedly about their whereabouts.

This had made Mr Botha act as he would not normally have done, his counsel said.

Mr Van Drimmelen said it was clear that the two accused had continued to assault Miss Nyakane for some time after the alleged assaults on her by Mr Pieter Fourie and Sergeant G F Ferreira.

It was "very, very clear" that if one looked at the State case something was not as it should be, said Mr Van Drimmelen.

He said there were signs that Mr Fourie, and to a lesser extent, Sgt Ferreira, were also implicated in the assaults.

In his final address to the court, Mr J C H Jansen, SC, for the State, said he agreed with the defence contention that Mrs Botha should be convicted of culpable homicide.

But the court should find that Mr Botha should have been aware his actions could have led to Miss Nyakane's death.

There was also evidence indicating that Mr Botha had the actual intent to kill her, Mr Jansen said.

Miss Nyakane died on Mr Botha's plot at Rietkol, Sundra, after being repeatedly beaten with a sjambok on April 29 this year.

According to evidence the beatings followed accusations that she had stolen a camera and a hairdrier.

In his evidence Mr Botha claimed that four other people had also beaten the deceased with two sjamboks, and as many as 120 blows could have been struck.

Her death was due to brain injury, which the court was told had been as a result of the assault on her on April 29.

were not working in the fields, ...

inadequate human resources also turned out to be a constraint on greater agricultural productivity. In this respect, our finding therefore confirms other research which has found that not only inadequate financial and capital resources, but also inadequate human resources, are all responsible for the low agricultural productivity in the Ciskei and Transkei.

A difference emerged between the factors determining the number of sheep and cattle owned by homeland families. Sheep appear to be considered an economic investment on the part of families because a very strong correlation exists between the number of sheep owned and the wage of the worker suggesting that cash earnings are invested more readily in sheep than in cattle. On the other hand the importance of cattle in the culture of the people appears to be so strong that it over-shadows the purely economic role of cattle.

The role of the labour bureaux in the homelands as a source of information about employment opportunities in Cape Town was very small with only 17% of migrant labourers relying on the labour bureaux to place them in their jobs. Instead, they relied on their own sources of information, such as family or friends, or they visited the firms themselves. Nonetheless 70% of the migrant workers in our survey first obtained their contracts in the homelands

SERVICES SECTOR -

DOMESTIC WORKERS

894

31/1/79

13/12/79

Not aiming to harass domestic workers

294 13/12/79

From Mr D C JOUBERT, chairman, Green and Sea Point Ratepayers' and Residents' Association:

letters

YOUR leader titled "Harassing servants" (December 3) is, with respect, conceived and based on a misconception of the issue affecting domestic servants' quarters in the Green and Sea Point area. Perhaps the blame for the misunderstanding lies with the reports of the debate at the last monthly council meeting. Allow me on behalf of the above association to place the matter on record in proper perspective.

'Occupation'

(a) My association, after very careful deliberation and consideration, framed and submitted a set of regulations which incorporated a meaningful definition of the term "occupation". On the other hand, the Sonnenberg commission places the emphasis on the definition of "nuisance". This is basically the difference of approach between my association and the Sonnenberg commission. In our case the onus is on a *non bona fide* occupant of a room to satisfy whomever it may concern that he is legally in occupation. In the case of "nuisance" the onus is on those who allege it. The difficulty in proving a nuisance allegation is well known and is well-nigh impossible.

(b) The object of the association's by-law was in no way intended to harass or deprive domestic employees of their privacy and legal rights. On the contrary, the aim is to establish a legal basis for eliminating anti-social and criminal elements who have their quarters in the rooms of domestic employees. Their occupation of these rooms is in most cases brought about by intimidation of domestic employees. No case of a *bona fide* employee having her husband or acknowledged and approved member of her family on the premises will be affected. It is indeed a crime prevention move going to the root of the problem. This course of action has the approval and full support of a large number of domestic employees who are understandably too afraid or fearful of physical assaults for not co-operating with these elements.

(c) Some of the city councillors in their approach to the subject under debate would appear to have failed to do their homework. These issues were made plain at a meeting of the town-planning committee and at a session of the executive committee. In addition, my association circularized a memorandum amongst councillors prior to the monthly meeting. The reported debate and the ensuing voting did not reflect credit on some members of the council. The briefing which you received for your leader was obviously based on this misguided debate and your somewhat harsh comments are pardonable in the circumstances.

(d) It has been and still is the policy of my association to co-operate with all interested parties and we are in fact collaborating with the Domestic Action Workers' Group, the Domestic Workers' Association, the city council authorities, the police authorities and all persons showing an interest and concern in resolving the crime status which the Green and Sea Point area appears to have acquired over the happenings of the last few years.

Criminal acts

(e) It is common cause that considerable criminal activity originates in and from domestic employees' quarters. These activities relate principally to shebeening, prostitution, drug-peddling, harbouring stolen property, organized break-ins and allied criminal action It is obviously in the interest of all racial groups that conditions which lend themselves to these activities must be changed rapidly and effectively. My association verily believes that with the adoption and enforcement of the proposed regulation the position can be improved almost 80 percent for the better in a short space of time.

authority in respect of any particular allotment or ...

pproval is given in the form of a general authority to the directors, ntil the next annual general meeting of the company but it may by any general meeting of the company prior to such annual

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue.

222. Restriction on issue of shares and debentures to directors.—(1) No provision in any memorandum or articles or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is or the directors of which are accustomed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one-fifth or more of the voting power, or to any subsidiary of such body corporate unless—

(*a*) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting; or

Skilled domestic servant 'should be paid R88 pm

Argus Correspondent

PRETORIA. — Recommended minimum wages for domestic servants have been 'increased' by 10 percent.

The new wages scale has been drawn up by the Domestic Workers' and Employer Project, which works under the umbrella of the Institute for Race-Relations.

The recommended minimum monthly recommended wage for a live-in unskilled domestic is R7,50 for a 44-hour week. If the domestic is skilled (cooks, sews and so forth), the wage is R88 a month.

Domestic servants who live in their own homes and travel to work every day should be paid not less than R82,50, plus transport money and work a 40-hour week.

'HIGHER'

A spokesman for the project said that domestic servants employed on a daily basis should receive at least R5 a day, or R1 an hour.

'These are really absolute minimum wages and employers should always try to pay higher wages,' said the spokesman.

She said her organisation had not run a survey to find out what domestics were earning. 'But from our discussions with them we get the feeling that many are earning less. I do not know how they manage to survive.'

She said that in addition to the monthly wage full-time domestics should get at least three weeks' paid leave, payment for any overtime worked 'and employers should investigate ways to provide a pension fund for their domestics.'

New suggested pay rates for domestics

Star 7/12/79. (294)

Own Correspondent

Recommended minimum wages for domestic servants have been increased by 10 percent.

The new wage scale has been drawn up by the Domestic Workers and Employer Project, which works under the umbrella of the Institute for Race Relations.

The recommended minimum monthly wage for a live-in unskilled domestic is R71,50 for a 44-hour week. If the domestic is skilled such as cooks, the minimum recommended wage is R88 a month.

Domestics who live in their own homes and travel to work should be paid not less than R82,50 for a 40-hour week, and a transport allowance.

A spokeswoman for the project said domestics employed on a daily basis should receive at least R5, or R1 an hour.

"These are really absolute minimum wages and employers should always try to pay higher," she said.

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not be read out at any meeting if, on the application of the company or of any other person who claims to be aggrieved, the Court is satisfied that the rights conferred by this section are being abused to secure needless publicity for defamatory matter.

(6) The Court may order the company's or the said other person's costs on an application under subsection (5) to be paid in whole or in part by the director concerned, notwithstanding that he is not a party to the application.

(7) Nothing in this section shall be construed as depriving a person removed thereunder of compensation or damages which may be payable to him in respect of the termination of his appointment as director or of any appointment terminating with that of director or as derogating from any power to remove a director which may exist apart from this section.

Restrictions on Directors, their Powers and Certain Acts

221. Restriction of power of directors to issue share capital.—(1) Notwithstanding anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting.

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue any shares in their discretion, or in the form of a specific authority in respect of any particular allotment or issue of shares.

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company but it may be varied or revoked by any general meeting of the company prior to such annual general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue.

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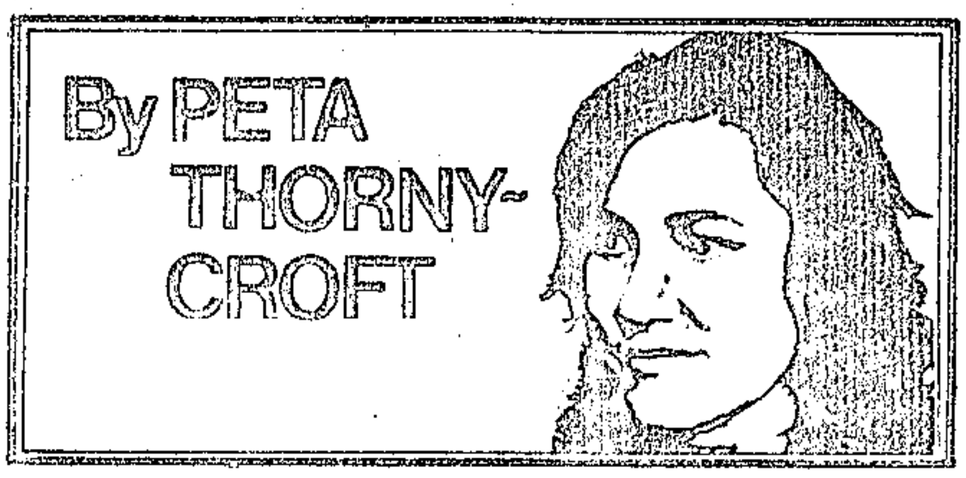
(*a*) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting; or

(294)

JOBURG SCROOGES CASH IN ON THE PLIGHT OF THEIR BLACK WORKERS

Employers want more than a pound of flesh



CHARLES Dickens' Scrooge seems to have very little on some Johannesburg employers.

Once grateful for registration under the Government's moratorium on "illegal" workers, many Black domestics are now paying dearly for their legality.

These are the details of four cases I looked into — the names of all the women have been changed:

Mrs Joy Majola, from the Transkei, worked for a woman in Mondeor, Johannesburg, for more than a year. She was earning R40 per month, plus free accommodation and food.

Immediately after registration in October, her employer reduced her wages to R25 per month and no food.

■ ■ ■

Mrs Majola complained and was told: "If you don't like it you can b. . . off."

Mrs Majola chose to do just that. She immediately found another job, went to West Rand Administration Board to change her registration, but was refused and given 72 hours to leave Johannesburg and return to Transkei.

She took her case to the Black Sash which has asked Wrab to immediately extend the notice period and eventually transfer her registration.

For Mrs Jane Nqutu, the moratorium became a time of agonising anxiety as she waited for her employer to take her to be registered.

But time ran out on Mrs Nqutu and she had the dreaded stamp in her Transkei passport giving her 72 hours to get out of Johannesburg — and that was almost two weeks ago.

Mrs Nqutu's employer has confirmed the basic facts leading up to Mrs Nqutu's being "endorsed out" of South Africa.

Shortly before the end of October, after months of asking her employer to take her to Wrab to be registered, Mrs Nqutu went to the board herself, during her time-off.

But she was told she could not be registered unless she was accompanied by her employer.

Mrs Nqutu then returned to the Wrab offices with a note from her employer, who said she was too sick to accompany Mrs Nqutu.

Mrs Nqutu then found that to effect her registration on her own, she would have to make certain affadavits at a Post Office — but time ran out.

The end of October came — and went. Mrs Nqutu had not got her affadavits signed, and when she went back to Wrab, she was told to go back to Transkei.

Her employer, who does not work and employs two domestic servants, told me: "Ja, I suppose I did know if she didn't get registered she would have to go home. But I didn't really like her. She was very cheeky you know, and greedy. I have got a much better girl now, who is registered."

■ ■ ■

Mrs Nqutu, 30, was paid R40 a month, with accommodation but no food. She has two young children who live in Umtata with her ageing mother. Her husband is a chef, registered and working in Germiston. They see each other occasionally at weekends.

She used to send R20 per month home, and keep the remaining R20 for her food, clothes and bus fares.

Mrs Nqutu now has nowhere to live, and flits around nightly from friend to friend, in terror of arrest, while her case is under investigation at the Legal Resources Bureau.

She told me: "I accept I must leave Johannesburg. But I didn't want to go like this. I didn't want to be forced out without money even for a ticket home. I have nothing left.

"But I am waiting. I want money from my employer. She treated me badly. My room was very dirty, and she was cheeky, not me, I was too scared of her. She was always calling me kaffir.

■ ■ ■

"I won't forget her.'

The Legal Resources Bureau are investigating Mrs Nqutu's case, and said they were looking into whether she received severence pay, or leave pay.

Mrs Nqutu said she only came to Johannesburg to work because she wanted to be able to give her two children a better life. "There is no work for me in Umtata," she said

The third case involved a woman who worked for a medical specialist living in the northern suburbs of Johannesburg.

Mrs Irene Duma was paid R45 a month, plus free accommodation and food.

After she was registered in July by her employer, he started treating her irregularly.

One month two months registration fees were docked off her wages. Another month they took R5 from her wages because they said she had allowed their pet bird to escape from its cage.

When she protested, the R5 was returned to her, but at a later stage, after she complained about her registration money being docked off her salary, her employer took R10 from her salary.

"Please don't give my name," the terrified woman told me. "I am scared. I don't care if I get endorsed out. I just want to get away from them. But I must get my money."

Mrs Duma's case is being investigated by the Legal Resources Bureau.

■ ■ ■

The fourth woman was "Mrs Diana Dlomo" who was being paid R30 per month, and had to travel to work each day from Soweto to her work in Newlands, Johannesburg. She had to provide her own food and claims she was asked by her employer to pay back the R13,60 paid in back taxes at the time of her registration.

She has taken her case to the Legal Resources Bureau.

It is illegal to make domestic workers pay their own monthly registration fees. Employers are legally obliged to give them money in lieu of notice, but other than that there are no laws to protect domestic workers from exploitation as described above.

All the women had children.

○ A Wrab spokesman said domestic workers registered under the moratorium could have their registration transferred to other employers. The announcement apparently follows instructions from Minister of Co-operation and Development Dr Piet Koornhof this week.

with selected major categories of disease. Clearly, this is an entirely hypothetical situation. However, these competing risks life tables not only provide an indication of the relative importance of various disease categories to both the overall mortality experience and also to expectation of life of the three communities, but also, since there is an approximately linear relationship between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement in the expectation of life. Thus, if the mortality associated with any of the diseases included in Fig. 6 are reduced by 50%, then the increase in the expectation of life will be 50% of the improvements indicated.

With the exception of Neoplastic Diseases and Diseases of the Circulatory System in men, the 'coloured' community stand to gain most from measures directed at the control of any of the selected diseases included in Fig.6. Of particular importance are the Infectious and Parasitic Diseases, diseases which are frequently amenable to the implementation of relatively

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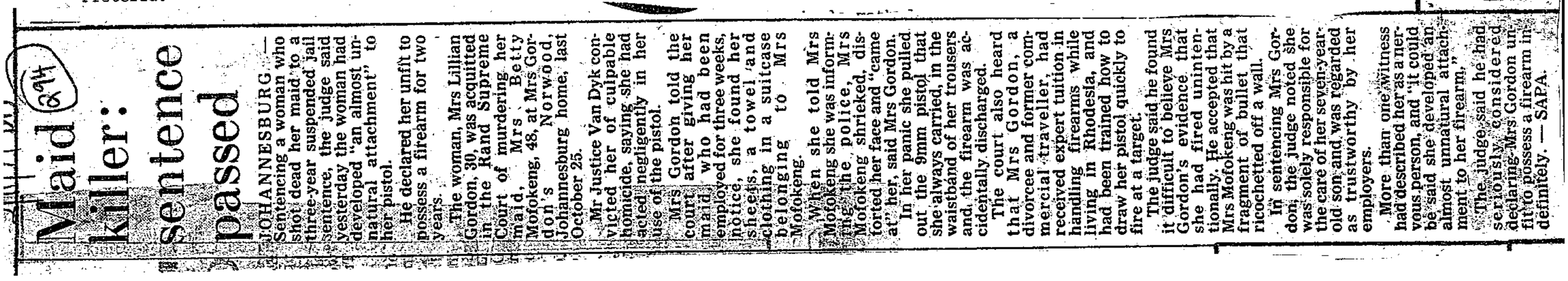

Maid (24) kills: sentence passed

JOHANNESBURG — Sentencing a woman who shot dead her maid to a three-year suspended jail sentence, the judge said yesterday the woman had developed "an almost unnatural attachment" to her pistol.

He declared her unfit to possess a firearm for two years.

The woman, Mrs Lillian Gordon, 30, was acquitted in the Rand Supreme Court of murdering her maid, Mrs Betty Mofokeng, 48, at Mrs Gordon's Norwood, Johannesburg home, last October 25.

Mr Justice Van Dyk convicted her of culpable homicide, saying she had acted negligently in her use of the pistol.

Mrs Gordon told the court after giving her maid, who had been employed for three weeks, notice, she found her sheets, a towel and clothing in a suitcase belonging to Mrs Mofokeng.

When she told Mrs Mofokeng she was informing the police, Mrs Mofokeng shrieked, distorted her face and "came at" her, said Mrs Gordon.

In her panic she pulled out the 9mm pistol that she always carried, in the waistband of her trousers and, the firearm was accidentally discharged.

The court also heard that Mrs Gordon, a divorcee and former commercial traveller, had received expert tuition in handling firearms while living in Rhodesia, and had been trained how to draw her pistol quickly to fire at a target.

The judge said he found it difficult to believe Mrs Gordon's evidence that she had fired unintentionally. He accepted that Mrs Mofokeng was hit by a fragment of bullet that ricochetted off a wall.

In sentencing Mrs Gordon, the judge noted she was solely responsible for the care of her seven-year-old son and was regarded as trustworthy by her employers.

More than one witness had described her as a nervous person, and "it could be said she developed an almost unnatural attachment to her firearm."

The judge said he had seriously considered declaring Mrs Gordon unfit to possess a firearm indefinitely. — SAPA.

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Maids by day . . . lovers by night

By MANDLA NDLAZI

BY day they parade under the spotlights in the glamorous world of high fashion, but their nights are spent in love and passion across the colour line.

This is the secret life of a number of Johannesburg black models, who live in "sin" with white men both in the city and the suburbs.

Other girls live as shapely "maids" during the day, or have been safely placed to run beauty salons, **SUNDAY POST** learned this week.

Some of these women had flaunted their love in the face of the law for years, and fled to neighbouring countries or abroad when the police moved in.

"It's a combination of love and money," sources close to the girls told **SUNDAY POST.** "They're willing to risk going to jail for the security these men can give them."

One model, beautiful Eva Motsisi, said sharply: "What is sin?

"People say models live in sin, but who, either in Soweto or Johannesburg doesn't?

"We have the right to make our own decisions. Black models who live with white men are leading their own lives, and if they make a mess of it, that's their business."

Eva, the current Miss Kaizer Chiefs said the models did it for the sake of security, as most of them were outsiders and did not have a place to stay in Soweto or any other black township.

They could not afford to stay in hotels because this was expensive.

One thing was certain, she said: "These girls are being used, because often it is only a moment's pleasure, and most end up hopelessly frustrated."

"White men are attracted by the black girls' beauty, but once the novelty fades they are discarded for another lover."

Eva said she was speaking in general terms, and not about particular cases.

There was no scope in South Africa for black women to turn professional in modelling, she said.

Mrs Debs Mabilcisa, director of the Women's Desk at the South African Council of Churches offices in Johannesburg, expressed disgust when she heard of the "model lovers".

She said these women were given a "completely distorted system of values, which does away with things like character and what it takes to be a young girl when they enter the field of modelling.

Mrs Mabiletsa said colour was not the issue to be questioned, but the country's laws that "belittled" a black person's dignity.

DEATH ENDED ILLEGAL LOVE

Bubbles and Jannie . . . a Romeo and Juliet ending.

BEAUTIFUL Bubbles Mpondo's greatest desire was to quit South Africa so she could marry her white lover, muscleman Jannie Beetge — but death laid its icy hands on her before this wish could be fulfilled.

The couple lived together as man and wife in Beetge's International Health Studios in Johannesburg — and it was here that they were found dead.

An inquest magistrate, Mr A T Meiring, found that Bubbles died of bullet wounds in the brain and left lung, and her lover of a bullet wound in the head.

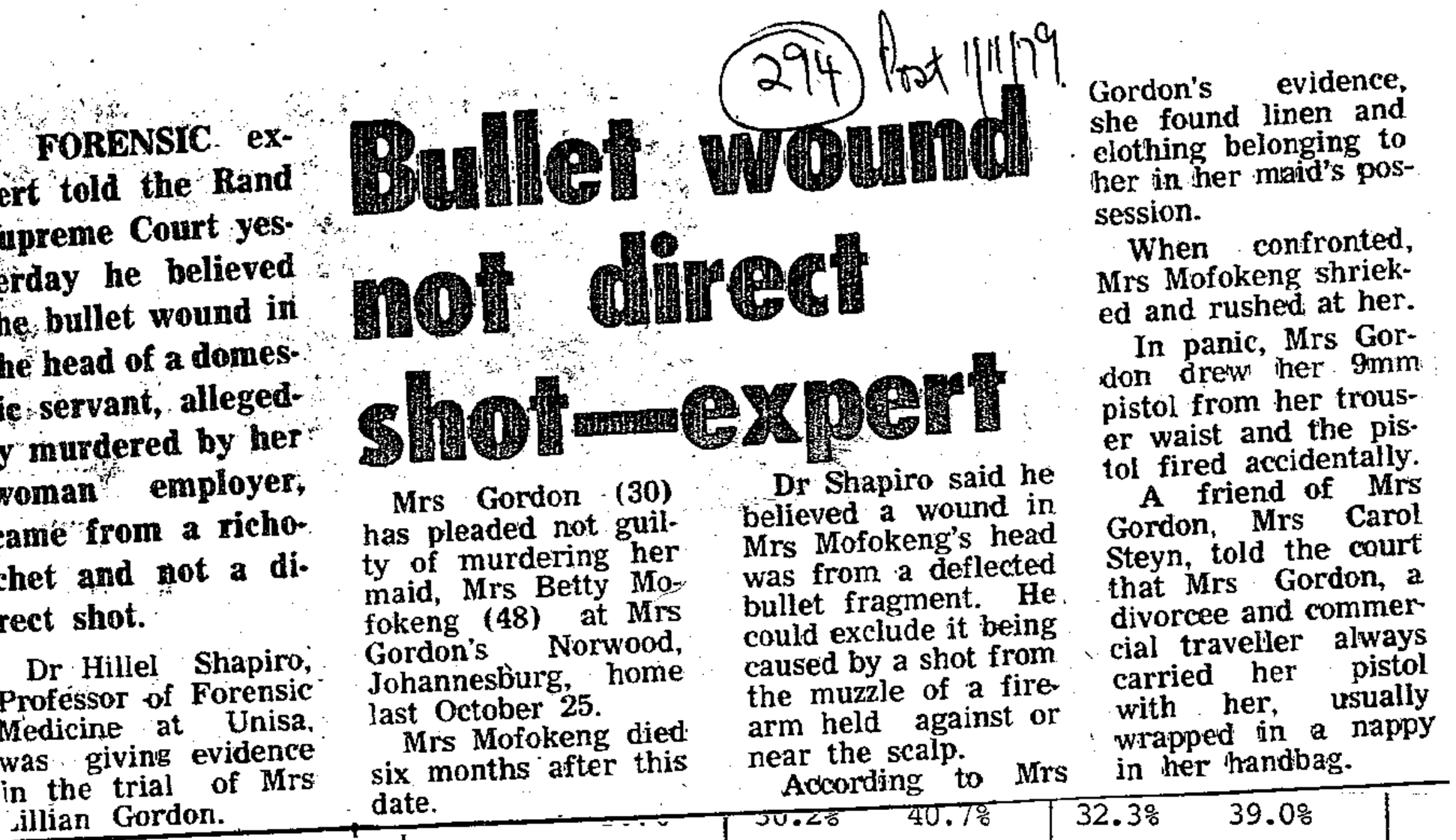
He was unable to say whether either of them, or any other person, was responsible for their tragic deaths.

Before Bubbles' death, a car in which she was travelling was stoned in Soweto by a group of youths who called her "a disgrace to the black community".

She was on her way to a beauty contest in Diepkloof at the time.

Model Eva Motsisi ---- It's only

TABLE II



A FORENSIC expert told the Rand Supreme Court yesterday he believed the bullet wound in the head of a domestic servant, allegedly murdered by her woman employer, came from a richochet and not a direct shot.

Dr Hillel Shapiro, Professor of Forensic Medicine at Unisa, was giving evidence in the trial of Mrs Lillian Gordon.

Bullet wound not direct shot—expert

Mrs Gordon (30) has pleaded not guilty of murdering her maid, Mrs Betty Mofokeng (48) at Mrs Gordon's Norwood, Johannesburg, home last October 25.

Mrs Mofokeng died six months after this date.

Dr Shapiro said he believed a wound in Mrs Mofokeng's head was from a deflected bullet fragment. He could exclude it being caused by a shot from the muzzle of a firearm held against or near the scalp.

According to Mrs Gordon's evidence, she found linen and clothing belonging to her in her maid's possession.

When confronted, Mrs Mofokeng shrieked and rushed at her.

In panic, Mrs Gordon drew her 9mm pistol from her trouser waist and the pistol fired accidentally.

A friend of Mrs Gordon, Mrs Carol Steyn, told the court that Mrs Gordon, a divorcee and commercial traveller always carried her pistol with her, usually wrapped in a nappy in her handbag.

Rheumatic Heart Diseases (390-398)								
Hypertensive Diseases (400-404)								
Ischaemic Heart Diseases (410-414)								
Cerebrovascular Diseases (430-438)								
Total Circulatory Diseases (390-458)	9752 100%	7926 100%	1135 100%	804 100%	3114 100%	3140 100%	2390 100%	1921 100%
Motor Vehicle Accidents (E810-E819)	750 38.0%	287 42.4%	122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
Homicide (E960-E969)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

Woman: 'How I shot maid'

294 31/10/79 DD

A YOUNG WOMAN charged with murdering her domestic told the Rand Supreme Court yesterday that she fired her pistol when the servant rushed at her.

Mrs Lillian Charlotte May Gordon (30) has pleaded not guilty of having murdered Mrs Betty Mofokeng at Mrs Gordon's Norwood, Johannesburg, home on October 25 last year.

Mrs Mofokeng was shot once in the head.

In evidence, Mrs Gordon said she was a divorcee and habitually carried her 9 mm Parabellum pistol. When not at work she tucked it into the waistband of her trousers.

When she arrived home unexpectedly that day, she found Mrs Mofokeng smelling of drink and cooking meat without her permission.

Later Mrs Mofokeng disobeyed her and collected Mrs Gordon's son from nursery school while still smelling of liquor.

Mrs Gordon told Mrs Mofokeng she was dismissing her and went to the maid's quarters to fetch cooking utensils and overalls she had given to Mrs Mofokeng.

When she looked in a suitcase, she found her own sheets, pillowcases and clothing.

"I confronted Betty and said to her that these were my belongings and that she had stolen them and that I was going to call the police.

"She came at me with a shriek and out of panic and pure fright I pulled out the gun which was in the front of my trousers. I feared she was going to attack me.

"On pulling out the gun there was just a big bang. It went off," said Mrs Gordon.

The trial continues.

OUNTING PRACTICE

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a) deferral method

b) liability method

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

STUFFED CABBAGE SALAD — May Bennett, Ridgeworth

1 fresh green medium size cabbage
onions
carrots
tomatoes
fresh pineapple
radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

SPRING GREEN SALAD — May Bennett, Ridgeworth

1 medium size lettuce
2 onions
parsley
1 cucumber
mint (fresh)
scallions

Wash and shred the lettuce, chop onions finely and parsley; keep a few pieces for garnishing. Wash cucumber peel and cube. Wash scallions, and cut tops off leaving a short piece of the green left on. Toss the lettuce, parsley, cucumber, onion and scallions together, salt and pepper. Pour over a little French dressing and serve in a glass bowl. Garnish with a few sprigs of mint and parsley.

---oOo---

294
28/10/79
Sunday Post

Racist by-law move slammed

CAPE TOWN'S black domestic servants could be charged with a hitherto unheard of crime — that of being a "nuisance".

That's if the Opposition-dominated city council passes a proposed by-law for the "control of conduct in servants' quarters".

The by-law was drafted in response to complaints by white residents of Sea Point and Green Point, that the large number of black people living and working in the area was a "nuisance" and "dangerous".

Sea Point is the parliamentary constituency of none other than the former leader of the Opposition and of the Progressive Federal Party, Mr Colin Eglin, while Green Point is represented by MP Mr Tian van der Merwe, also of the PFP.

The city council is due to debate the proposed by-law soon.

Another version of the by-law has been drafted by the government's own Department of Community Development, which, sources say, has threatened that if the city council does not pass a "satisfactory" by-law, it will have legislation curbing the freedom of domestic servants passed through the Administrator of the Cape.

The Domestic Workers' Association has slammed the Opposition-framed draft by-law as being as much of an insult to the dignity of the individual as the Government's proposed by-laws.

Local lawyers have called the proposed by-laws "racist".

The council's draft, called "By-law for the control of conduct in servants' quarters", will create an entirely new crime — that of being a "nuisance".

And in terms of the draft by-law, it will be a crime only a black person can commit. Employers can never be

Mr Colin Eglin, MP for Sea Point where domestic workers may be considered a "nuisance".

It creates a new crime — just for blacks

SUNDAY POST Correspondent

Community Development's draft will mean both employers and servants will have to register.

Each will then be given a permit stating how many servants may occupy their servants' quarters. The employer will always have to have a key to the servants' quarters in case a cop or city council official wants to raid.

And, in addition to pass books, passports or other ID documents, servants will at all times have to keep their registration certificates ready for inspection by these officials.

No-one other than the "certified occupant" will be allowed to live in servants' quarters.

guilty of being a nuisance in the lives of their servants.

Local lawyers say they know of no other law which makes "nuisance" a crime.

The draft by-law defines "nuisance" as: "Any noise, conduct or behaviour which is or may be injurious or obnoxious to the public or to any section of the public or to an occupier of any premises, or which constitutes or may constitute a material interference with the ordinary comfort, convenience, peace or quiet of the public, or section of the public or occupier of any premises."

The Department of

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STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

1 fresh green medium size cabbage
onions
carrots
tomatoes
fresh pineapple
radishes
hard boiled eggs
salanaise
paprika and parsley

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

---oOo---

CHICKEN AND CUCUMBER SALAD

S. Drury, East London

1 cup cooked chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
lettuce
1 cup cucumber, peeled and diced
1 cup cooked green peas

Marinade chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refridgerate until ready for use.

French dressing:
Blend together 6 T salad oil and 2 T lemon juice.

---oOo---

SPRING GREEN SALAD

May Bennett, Ridgeworth

1 medium size lettuce
2 onions
parsley
1 cucumber
mint (fresh)
scallions

Wash and shred the lettuce, chop onions finely and parsley; keep a few pieces for garnishing. Wash cucumber peel and cube. [illegible] leaving a short piece of the parsley, cucumber, onion and [illegible]ber. Pour over a little French [illegible]l. Garnish with a few sprigs

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Mrs Futter, East London

[illegible]d salt, level
[illegible] cups water

[illegible]t and onions till cooked, then pour off the [illegible].

Sauce:
1 1/2 cups sugar
1 d curry powder
1 heaped T flour
1/2 bottle vinegar

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

---oOo---

APPLE TUNA TOSS SALAD

1 medium head lettuce, torn in bite-size pieces (4 cups)
2 cups diced apple
1 11 oz can (1 1/3 cups) mandarin orange sections, drained
1 6 1/2 or 7 oz can tuna, drained and broken in large chunks
1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad dressing
2 t soya sauce
1 t lemon juice

In a large salad bowl, combine lettuce, apple, orange sections, tuna and nuts; toss together. Combine mayonnaise, soya sauce and lemon juice; mix well. To serve, add dressing to salad; toss gently. Makes 4 - 6 servings.

---oOo---

Servants can live in Indian areas

EAST LONDON — Chief commissioners in towns have been instructed to authorise employed black servants to live in Coloured and Indian areas, while the law is being changed.

The instruction has come from the Deputy Minister of Co-operation and Development, Dr C. de V. Morrison.

In terms of the Group Areas Act, black domestics may not live in Coloured or Indian areas and the East London Coloured Management Committee had written to the Department of Plural Relations and asked for a special dispensation for the East London area.

Dr Morrison told the committee in a letter, the Department of Community Development was revising the provisions of the proclamation to allow domestics to live in these areas.

In the meantime, chief commissioners had been instructed to grant the necessary permission if the domestic was employed legally, there was approved housing for the domestic and if the domestic was not registered, she should be registered before the end of October in terms of the moratorium for illegal workers.

Meanwhile there has been no rush to register illegal workers here before the moratorium ends in 25 days time.

This was confirmed here yesterday by the chief labour officer at the East Cape Administration Board offices in Duncan Village, Mr A. N. Daniels, who was unable to get permission to release the figures yesterday.— DDR

Sebe to address tribesmen

EAST LONDON — The Ciskei Chief Minister, Dr L.L. Sebe, will address Gwali tribesmen at Gwali Farm near Alice today.

He will be accompanied by the Minister of Agriculture and Forestry, Reverend W. M. Xaba.

Chief Sipho M. Burns-Ncamashe is the leader of the opposition Ciskei National Unionist Party and is chief of the Gwali tribe.

When approached about the meeting yesterday, Chief Ncamashe said it was merely a routine visit by the Chief Minister.

However, it is seen by political observers to be crucial following rumours that the CNUP has rejoined the ruling Ciskei National Independence Party. Chief Ncamashe's party was formed after he was axed from Chief Sebe's Cabinet.—DDR

The exploitation of domestic workers

THERE are few areas of employment in South Africa so vulnerable to exploitation as domestic work.

Indeed both Black and White employers of domestic labour are guilty of exploitation in some degree or another.

Mrs. Audrey Cobden, organiser of the Domestic Workers and Employers' Project, is convinced that many Whites could afford to pay their servants more.

G.S.T.

A survey conducted by her organisation found that one woman raised her servant's wages by four percent on the introduction of the general sales tax and again by 10 percent when the cost of living index was published.

This is so rare that it is emarkable. Few mployers, though affected y cost of living hemselves, think about 's in relation to their ervants.

There is no scientically-based cost valuation of domestic ork just as there is no ndustrial council agreement on domestic wages.

There is, instead, a "going rate" arrived at almost mysteriously. Without union support, and certainly without Department of Labour protection, an African woman coming out of a seriously unemployed community cannot withhold her labour as a bargaining lever for better wages.

In terms of the law she is not really allowed to "shop around" for the best wage and the best employer, although this happens in practice, and the servant is, in a real sense, in over-supply.

Thus the fact that the average wage in the Musgrave area is about R55 while in lower Glenwood it is about R35 a month, determined as much by conscience as it is by budgetary considerations.

In relation to White earnings these are poor rates of pay. Professor Jill Nattrass, the Natal University economist, estimated that the average White middle income lay between R700 and R1 000 a month.

Many employers claim they "get on very well"

TIM MUIL
African Affairs Correspondent

with their servants, as if cordial relations preclude exploitation. Few seem to realise there are other less tangible facets of the domestic work situation that can even outweigh the advantage of a good wage.

NEUROSES

The average domestic servant has little time off, and the loneliness of the live-in servant, with dependent children in the "homeland", often produces neuroses that manifest themselves in a-traditional behaviour patterns.

A Berea housewife said: "Oh, but my 'girl' treats us like her family," without realising she was making a sad commentary on a woman so bereft of family life that she was using her employer's family as a surrogate.

However, it is important to understand that the exploitive aspects of this situation know no colour bar.

A survey of households in Umlazi, the largest Black town in the Durban area, showed that wages for domestic workers ranged from R15 to R25.

The family incomes of the Black employers interviewed by the Mercury ranged from R240 to slightly more than R500, and their servant's wages seemed to bear no relationship to their incomes. High income families often paid smaller wages than those earning considerably less.

They employed servants usually because they needed someone to care for the children while they worked or simply to protect the house.

They believed they were paying as much as they could afford, and the majority of the 20 interviewed were spending between R15 and R20 a month on servants' wages.

Without exception the servants said they would prefer to work for Whites because the wages were higher.

They could not, however, because either they had no work permits or there was no work available.

The servants admitted that they did not work hard — most had only four rooms to tidy — but they were on duty seven days a week.

Mrs. Cobden said servants employed by Blacks often had "appalling service conditions" with poor sleeping quarters, no privacy, poor food and no time off.

OLD AGE

Neither group of employers offers job security nor insurance against old age, illness or dismissal. Servants do not have the benefits of the Unemployment Insurance Fund Act nor can they claim money for injury from the Workman's Compensation Commissioner.

However, many would agree that it is better to have some sort of job than no job at all at this time of recession.

Mrs. Cobden agreed, but added: "This should not be used as an excuse by the employer to pay poor wages."

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4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

   Draw up the income statement for the 19.8 financial year under a) liability method

   b) deferral method

   Assume the tax rate remains 42%

Housewives bus demand to be met

By GEORGE MAYEKISO

THE Vereeniging branch of the Housewives League has made representations to the Vaal Transport Corporation about domestic workers' bus fares and schedules.

The league's delegation claimed that most of the domestic employees work on a weekly basis from Monday to Friday and use weekly tickets between Sharpeville and Three Rivers but there is only one bus in the afternoons at 3.30 pm.

They said that the weekly ticket holders who knock off after 3.30 pm are forced to pay an extra 14 cents on their return journey home because they have to change buses at the Vereeniging station to get a bus to Sharpeville.

The delegation therefore asked transport manager Mr O Oden of the Vaal Transport Corporation to introduce a 5.30 pm bus between Three Rivers and Sharpeville.

A straight route between these two places is 26c and weekly ticket holders pay R2. Because there is no late afternoon bus many are forced to pay 70c more a week in addition to the R2.

Mr Oden said that the housewives are wrong in saying that there is only one bus in the afternoon. There are others but not at 5.30 pm.

Goodbye Madam — keep your R35 a month!

~~R50~~ (294)
SUNDAY EXPRESS Bus.
9/9/79

BLACK domestic servants are "leaking" into commercial service jobs and light industry — and while the authorities aren't admitting it yet the moratorium allowing accelerated registration of urban "illegals" is now speeding the process.

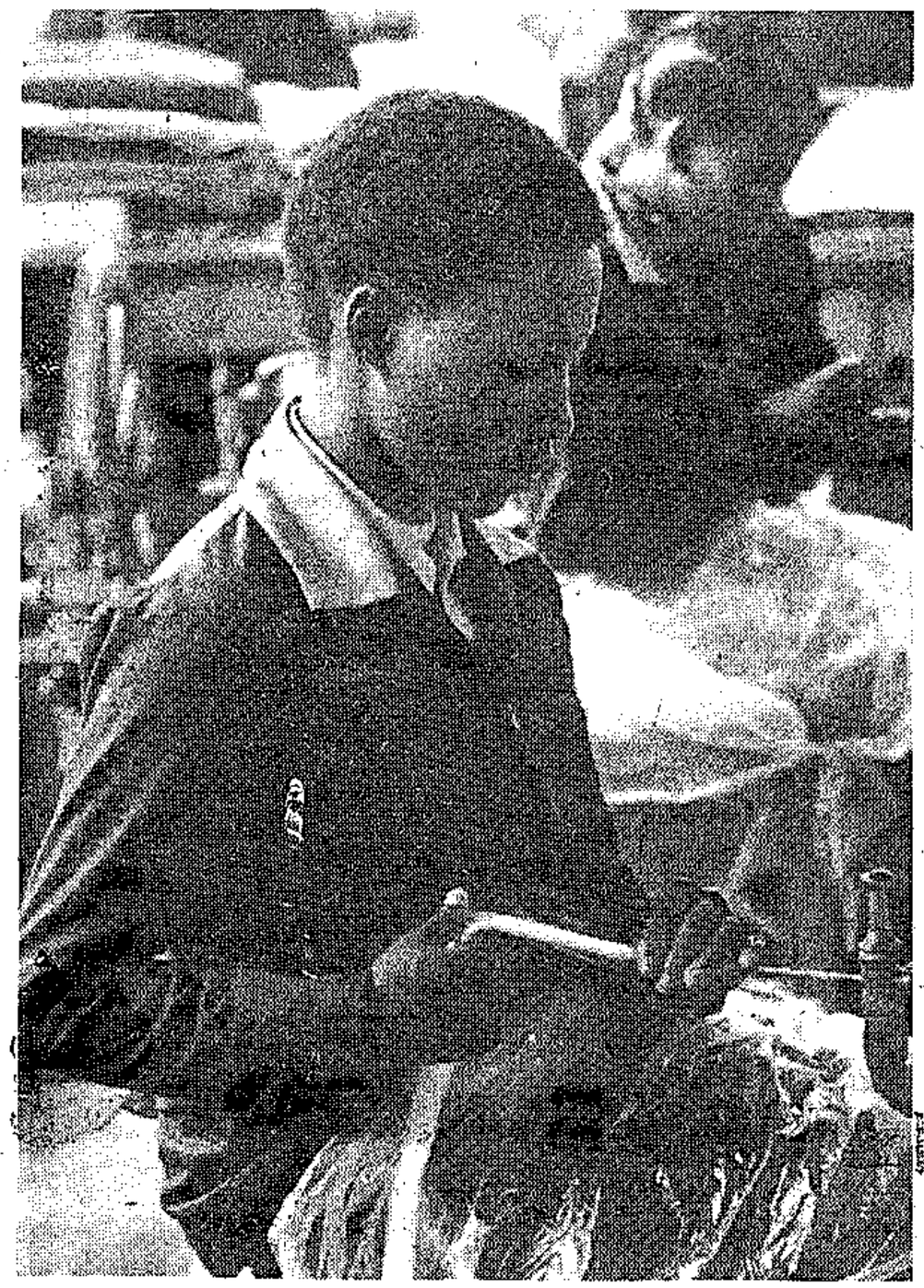
By DEREK TAYLOR

First indications of the movement and a connected decline in the total of full-time domestics working for White households emerged this month in a survey by Markinor, leading market researchers.

Full-time servants were down by 51 000, or 8%, over last year's total of 623 000, Markinor found. But at the same time part-timers increased by 62 000.

The greatest trend — still continuing — is from full-time male servants to part-time female servants. Main force behind the move came from White economies in compensation for inflation.

Officials of the West Rand Administration Board are now trying to estimate a phenomenon which began before the moratorium which allows simplified and accelerated registration of illegally employed domestics, keyed to two qualifications — a year in consecutive employment and satisfactory accomodation provided by the employer.



● From back-yard kyas to part-time entrepreneurs.

This is the emergence of part-time domestic entrepreneurs who are registered with one employer, paying "rent" for a room with part-time work — and either holding down full-time or part-time jobs in commercial or other services, or working part-time for up to four other White households.

Commercial service businesses are now following the trend by replacing full-time male workers with the female part-timers.

Markinor traces a 30% increase in part-time domestics with only a 14% increase in wages.

Real wages for the decreasing number of full-time servants improved by only 6% — well behind the inflation rate.

Two-thirds of White households still employ one or more servants and the total employed actually increased by 1% to 1,1-million. The average monthly wage for full-time servants is R37.

Part-timers are up to R3,20 a day.

Commercial employers taking advantage of the part-timers, registered domestically and provided with backyard rooms, are yet another contributory factor to the critical level of unemployed Blacks.

The Department of Statistics this week disclosed that general employment figures were up by 2,8% to 2 755 498, while other criteria indicate that Black employment has shown insignificant change.

And employed Blacks, according to the Department's figures are 14,4% better off in wages this year. But as food costs — the greatest charge on low incomes — are inflating faster than all other living costs, Black earnings are falling behind inflation.

Thoughts from the Khaya

● The domestic servant, in many cases the factor that enables her employer to lead a varied and interesting life, is also one of the most underprivileged workers in South Africa. Often the sole wage-earner in a family, her payment is sometimes not even a living wage.

"In the room, the women come and go talking..." of the "maid", "the girl", "she", "they", and, inevitably, their faults, real and imagined.

The relationships are ambivalent, the demands on domestics often excessive, the rewards for the domestic, few — yet so often it is the maid who is the enabling factor behind the career woman; the person who makes it possible for the health-conscious to play their tennis, for the card-players to have their bridge afternoons, for the community-orientated to do their welfare work.

Many women, says Ms Cock, buy their way out of their domestic roles through the employment of domestic servants which enables them to lead varied and interesting lives.

This is one of the reasons why domestic service is one of the largest sources of employment of black women in South Africa today.

It is, says Ms Cock, a reason for women to acknowledge their debt to domestic workers by paying them fair wages and allowing them reasonable working hours.

"We also need to look at our servants afresh, free from all the stereo-typed views and recognise them as women with needs and feelings that are not very different from our own."

According to the 1970 census, 38 percent of all employed black women are domestic servants. This percentage, says Ms Cock, consists of women who are on the whole, "a powerless vulnerable group, exploited by their employers at critical levels".

Often they are not paid a living wage.

In her research, Ms Cock investigated a random sample of 225 domestics throughout the Eastern Cape and found that the average monthly wage paid to full-time workers (those working at least 40 hours a week) is R22 a month.

The average paid to full-time domestic servants on farms is R11 a month.

The wages ranged from two full-time workers earning R4 a month, to one who earned R60 a month.

But, she emphasies, the problem is not confined to the Eastern Cape. "Overall, domestic workers are the lowest paid workers in South Africa."

The latest available figures show that the highest average cash wages for African male domestic workers is R44 a month paid in the Witwatersrand area, the lowest being the average of R29 paid in Durban. For women, the highest average cash wage was R44 a month in Cape Town.

And it is not only the researchers and fighters for the rights of domestics who argue for increased pay, the women themselves are quite aware of their lowly-paid status.

All the workers in Ms Cocks study felt they should be paid more than double their present wage for reasons like these:

"I do everything"; "If you could see my baking you would be surprised, it looks like a hotel"; "I have brought their children up"; "I work hard, I look after the house and even

The situation of domestic workers has rarely caught the imaginations of researchers or socially-conscious activists, although in the past few years, their plight has been brought slighly more to the fore. Now, a Rhodes University sociology lecturer, Jacklyn Cock has done an extensive survey on the conditions of employment, the attitudes of and the attitudes towards domestics. Her study was done from the inside. "I interviewed the employers and I was assumed to be part of the world I was exploring." To interview the domestics for her survey, Jackey, again working from the inside, employed a Xhosa-speaking woman, herself a part-time domestic who managed to elicit "incredible insights from interviewees whose understanding of their situation in structural terms is incredible." Although her survey concerned the Eastern Cape, it is just as relevant to the rest of the country. PAT SCHWARTZ reports.

the dogs, cats, chickens. I have to sort the eggs very carefully and check if they are first grade." (The last speaker earns R7 a month).

And there is no correlation between the wages paid to domestic and the income of the employers.

Several workers said that very rich people were the worst to work for because "they are greedy ... they don't know how to share. Rich ones always want more for themselves."

One of the arguments often advanced to justify the payment of such low wages says Ms Cock, is the unskilled nature of the work.

"Domestic work is traditionally regarded as an unskilled occupation but in fact there is an enormous range in the variety of demands made upon the worker, the skills expected and the trust and responsibility involved."

Another argument used is that payment is made in kind.

"Domestic service is oft thought to involve free board and lodging so that the wages earned are merely 'pocket money'. But this ignores the fact that most domestic servants have dependants."

And "wages in kind are not generally as high as it is often believed."

While all the servants in her study received some food, almost half said they received no meat at all.

"This is a particular source of frustration to servants who have to cook meat for their employers two and even three times a day. As one expressed it: 'They expect me to live on the smell of meat'."

Others felt the worst thing about their job was "not eating what I cook ... the smell of their food makes me hungry ... making puddings for them is the worst. I have to just lick the dish and that's the end ... the food they buy for their dogs is better than what they buy for us."

Almost half the workers in the survey said they received no clothing other than a uniform from their employers, either for themselves or members of their families and, in six cases, the uniform constituted the workers Christmas present.

"The second level at which domestic workers are exploited is that they lack reasonable working hours."

In her study, Ms Cock found an average working week as almost 60 hours. She also found one person who worked 85 hours a week and seven who worked 84 hours a week. Most factory workers have a 44-hour-week.

Almost a third of the total sample in the survey work a seven-day week.

"When I asked the employers why they employed a servant I got an extraordinary variety of answers, but what several women said was that it frees them to spend more time with their children so they can devote themselves to their children's intellectual and emotional development. Clearly this is often done at the expense of black children.

"The vast majority of servants in my study — 83 percent — had to work on public holidays, 22 percent were given no annual holiday. In one instance, the servant had worked for the same employer for 17 years, was described as 'one of the family' and had not had a holiday during that time."

Of those who did have an annual holiday, only 40 percent were paid during their time away.

As for job satisfaction, none of the domestics in Ms Cock's survey said they enjoyed domestic work.

"Their work is a means to an end rather than an end in itself. The end is survival in a complex and hostile society which often seems to them to deny even this modest goal.

"Relationships with employers do not seem to be as warm, close and protective as they are generally believed to be. Domestic servants are often said by their employers to be 'one of the family' — 30 percent of the employers in my study used this phrase.

"However, in no case did the domestic worker consider herself to be so. Many complained about a lack of appreciation from their employers. Eighteen percent said their employers never praised or thanked them for the work they did."

Comments Ms Cock, "domestic servants may best be understood as 'trapped workers'. They are trapped in a condition of immobility through influx control and a lack of employment alternatives, within which they are subject to exploitation by their employers."

Domestic workers also have no legal protection, there are no laws laying down a minimum wage, hours of work or other conditions of service and domestic workers do not qualify for unemployment insurance, workmen's compensation or maternity benefits. "Clearly they are in a legal vacuum."

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Almost a third of the total sample in the survey work a seven-day week.

"When I asked the employers why they employed a servant I got an extraordinary variety of answers, but what several women said was that it frees them to spend more time with their children so they can devote themselves to their children's intellectual and emotional development. Clearly this is often done at the expense of black children.

"The vast majority of servants in my study — 83 percent — had to work on public holidays; 22 percent were given no annual holiday. In one instance, the servant had worked for the same employer for 17 years, was described as 'one of the family' and had not had a holiday during that time."

Of those who did have an annual holiday, only 40 percent were paid during their time away.

As for job satisfaction, none of the domestics in Ms Cock's survey said they enjoyed domestic work.

"Their work is a means to an end rather than an end in itself. The end is survival in a complex and hostile society which often seems to them to deny even this modest goal."

"Relationships with employers do not seem to be as warm, close and protective as they are generally believed to be. Domestic servants are often said by their employers to be 'one of the family' — 30 percent of the employers in my study used this phrase.

"However, in no case did the domestic worker consider herself to be so. Many complained about a lack of appreciation from their employers. Eighteen percent said their employers never praised or thanked them for the work they did."

Comments Ms Cock, "domestic servants may best be understood as 'trapped workers'. They are trapped in a condition of immobility through influx control and a lack of employment alternatives, within which they are subject to exploitation by their employers."

Domestic workers also have no legal protection, there are no laws laying down a minimum wage, hours of work or other conditions of service and domestic workers do not qualify for unemployment insurance, workmen's compensation or maternity benefits. "Clearly they are in a legal vacuum."

"The key to understanding the domestic worker's situation lies in her dependence on her employer. This dependence is considerable — for employment including wages, hours and working conditions, food, sometimes housing and even her right to live in the prescribed urban area or on the farm.

"But ... her employer's situation also involves a measure — albeit a very different one — of dependence."

census, 38 percent of all employed black women are domestic servants. This percentage, says Ms Cock, consists of women who are, on the whole, "a powerless, vulnerable group, exploited by their employers at critical levels".

Often they are not paid a living wage.

In her research, Ms Cock investigated a random sample of 225 domestics throughout the Eastern Cape and found that the average monthly wage paid to full-time workers (those working at least 40 hours a week) is R22 a month.

The average paid to full-time domestic servants on farms is R11 a month.

The wages ranged from two full-time workers earning R4 a month, to one who earned R60 a month.

But, she emphasizes, the problem is not confined to the Eastern Cape. "Overall, domestic workers are the lowest paid workers in South Africa."

The latest available figures show that the highest average cash wages for African male domestic workers is R44 a month paid in the

traditionally regarded as an unskilled occupation but in fact there is an enormous range in the variety of demands made upon the worker, the skills expected and the trust and responsibility involved."

Another argument used is that payment is made in kind.

"Domestic service is often thought to involve free board and lodging so that the wages earned are merely 'pocket money'. But this ignores the fact that most domestic servants have dependants."

And "wages in kind are not generally as high as it is often believed."

While all the servants in her study received some food, almost half said they received no meat at all.

"This is a particular source of frustration to servants who have to cook meat for their employers two and even three times a day.

"As one expressed it: 'They expect me to live on the smell of meat'."

Others felt the worst thing about their job was "not eating what I cook ... the smell of their food makes me hungry ... making puddings for them is the worst. I have

(294) 24/7/73 DD

Minister may probe domestic servant issue

EAST LONDON — The Deputy Minister of Co-operation and Development, Dr G. de V. Morrison, may investigate complaints about Coloureds and Indians being barred from letting their black domestic servants live with them.

Black domestics may live on white premises but were barred from living in Coloured and Indian areas in terms of the Group Areas Act.

The East London Management Committee wrote to the Minister of Co-operation and Development, Dr Piet Koornhof, objecting and asking that the law be changed as it was causing hardship

The chairman of the management committee, Mr Peter Mopp, said he had been informed by Dr Koornhof's office the matter would be referred to Dr Morrison.

Mr Mopp said: "We objected strongly against this unfair practice where only whites were allowed to house their domestics while Coloureds and Indians' servants' quarters, built at additional cost to home-owners, were not allowed to be used.

"We also pointed out that domestics were now scared to report for duty forcing women employed at factories to stay out of work as well because they had nobody to see to their homes. I understand absenteeism among Coloured women at factories has risen."

A Parkside businessman and former management committtee member, Mr F. N. Barlow, also slammed the ban on domestics living in and appealed to officials to stop hounding workers.

"Women from our townships are forced to work to make ends meet in this time of rising prices," Mr Barlow said. "By taking on jobs they help to supplement the family income and at the same time create a much needed job for a domestic. This is beneficial for all concerned."

He asked why domestics should be burdened with extra travelling costs when they had approved servants' quarters to live in.

"This inhuman hounding of honest workers should stop," he said. — DDR

'Stop paying domestics pocket money'

By PAM KLEINOT
Consumer Mail

THE BLACK SASH yesterday urged employers to stop paying "pocket-money" wages to domestic workers.

Mrs Joyce Harris, national president of the Black Sash, said domestics were often the breadwinners of their families.

Her comments follow a report in the Rand Daily Mail yesterday that the Minimum Living Level (MLL) for a Soweto family of five had risen from R157,60 to R178,22 between May 1978 and May 1979 — an increase of R20,62 or 13% a month.

The figures were released by the Johannesburg Chamber of Commerce who conduct a biannual survey. In order to arrive at the Effective Living Level, 50% is added to the MLL figure, bringing it to R267,33.

Mrs Sue Gordon, national organiser of the Domestic Workers and Employers' Project (Dwep), said yesterday Dwep recommended a minimum cash wage of R65 a month for a 44-hour week after conducting a survey more than a year ago.

"We call on employers to pay more than the minimum as they will realise that it is an inadequate wage for domestic workers who have families to support," she said.

However, employers who could not afford to pay the minimum wage should pay what they could afford but expect only a pro rata amount of work, Mrs Gordon said.

In a feature article published in Eve last week Ms Jacklyn Cock, a Rhodes University sociology lecturer, reported on an extensive survey on the plight of domestic workers in the Eastern Cape. The survey found the average monthly wage for full-time work — at least a 40-hour week — was R22.

She also found 83% of the 225 domestic workers interviewed worked on public holidays; 22% were given no annual holiday; and in one instance a servant who had worked for the same employer for 17 years and was described as "one of the family" had not had a holiday during that time.

Stressing that the problem was not confined to the Eastern Cape, she said: "Domestic workers are the lowest paid workers in South Africa."

Referring to the 1970 census, Ms Cock said 38% of all employed black women were domestic workers who were, on the whole, "a powerless, vulnerable group, exploited by their employers at critical levels".

The latest available figures show that while the highest average cash wages for African male domestic workers is R44 a month in the Witwatersrand area, the lowest average cash wage was R29 in Durban. For women, the highest average cash wage was R44 a month in Cape Town.

PRACTICE

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3. [illegible] be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

   Draw up the income statement for the 19.8 financial year under a) liability method

   b) deferral method

   Assume the tax rate remains 42%

F.M. 13/7/79 294

CAPE FLATLAND

Calling in the cops

The knock on the door at 4 am is going to be very much part of Sea Point and Green Point life if a hitherto secret official report has its way.

Not only "unwanted elements" among blacks, but whites housing them are likely to be the victims. A tough police crackdown is recommended, along with what is in effect a strict curfew system — despite the recent government white paper accepting Dr Piet Riekert's proposal that the night curfew for blacks be abolished.

The heavier clampdown is the main thrust of a report compiled by Community Development Secretary Louis Fouche and a committee comprising, among others, Harry Gie (Cape provincial secretary), Frikkie Botha (chief Co-operation commisioner), Jan Brand (city engineer), and H G Heugh (town clerk, Cape Town). The committee was appointed last year to investigate "adverse conditions in Sea Point and Green Point arising from the influx of non-whites."

"Unwanted elements"

The Fouche report notes that the white population of Sea Point and Green Point is 50 000, served by an estimated 8 800 "legal" blacks, half of them Africans. But, nightly, the report says, the black population is swelled by 10 000 "unqualified" people who doss down in servants' quarters.

To clamp down on "unwanted elements," the committee recommends that the police be given powers to control occupation of servants' quarters in flats and private houses. The term "occupation" is defined in a draft by-law proposed by the committee as "physical presence" between the hours of 10 pm and 8 am.

Furthermore, the draft contains a clause to the effect that the owner of a house or block of flats knowingly permitted unlawful occupation (by an unlicensed friend, husband, wife, etc) unless he can prove the contrary.

It proposes too that owners must keep a register of lawful occupiers of servants' quarters "as well as duplicate keys to such quarters for use by the police and municipal officials, if needed for inspection."

The draft also extends the system of licensing of African servants to coloured servants who sleep in.

The Cape Town city council found "certain elements" of the report unacceptable and has formed its own committee of inquiry. Pending completion of its investigation, it has asked the Department of Community Development to hold fire on implementation of the proposed by-law. But there are fears that if Cape Town drags its feet, Community Development might simply ask the Administrator of the Cape to implement the licensing by-law on the council's behalf.

Meanwhile, in a written submission to the city council's committee of inquiry, the Cape Town Domestic Workers' Association notes that the so-called influx of blacks into Sea Point is caused by the labour needs of the area. "To attract a legitimate work force of 10 000 to the area and pretend that this cannot present social needs and problems amounts to self-delusion and implies a disregard for the humanity of workers."

Commenting on the proposed servants' quarters by-laws, the association says a permit system for black workers is abhorrent, while the availability to police and inspectors of duplicate keys to servants' rooms is an offensive interference in the rights of the individual.

"The provision that no person may even be present in servants' quarters between 10 pm and 8 am smacks of the introduction of the compound labour system, which is regarded as objectionable.

"Workers are horrified that they may not have people in their rooms even to relay messages of illness in their families or of other emergencies. Most workers work until at least 10 pm and will in effect be prohibited a simple social life."

Louis Fouche . . . more powers to the police

Domestics can't stay in Coloured areas

EAST LONDON — Legally employed black domestics are allowed to occupy servants' quarters in white urban areas — but not in Coloured or Indian townships.

Scores of people in the townships here face possible legal action despite having specially constructed servants' quarters because they are ignorant of the law.

Families in these townships may employ a domestic who qualifies in terms of section nine of the Urban Areas Act but the domestic is barred from occupying the servants' quarters in terms of the Group Areas Act.

This emerged here yesterday after investigation following a query from Mr L. Bartis, of Port Rex Road, Buffalo Flats.

Mr Bartis employed a domestic through the legal channels but said he was told by the East Cape Administration Board the domestic could not occupy the servants' quarters at his home.

She would have to commute daily. A round trip bus fare to Buffalo Flats if she lived in Mdantsane could cost her about 80C and if she lived in Duncan Village about 50C a day.

The East Cape Administration Board area manager here, Mr P. Sutton, confirmed domestics employed in Coloured and Indian townships must commute daily.

The chief director of the East Cape Administration Board, Mr H. Swanepoel, said from Port Elizabeth: "The law is very clear on this matter.

"Domestics employed in terms of section nine of the Urban Areas Act may not occupy premises in Indian and Coloured townships in terms of the Group Areas Act."

Meanwhile, a spokesman for the senior public prosecutor's office confirmed here yesterday new fines were in operation for employment of illegal black labour.

The fine for employing a person illegally in the area is now R100 while the fine for employing a person who is legally in the area but not registered is R30. — DDR

Mennonite Central Committee se konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandeling voorgelê deur [illegible]

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navorsings-Fellows het aansienlik tot die Sentrum se program bygedra: dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergroepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in:

a) Drie stigterslede:

Mnr J.C. Benfield
Mnr H.L. Kennedy
Mnr P.G.T. Watson

b) Sewentien persone wat gedurende die afgelope 10 jaar lede van die Beheerraad was (* dui stigters-lede aan):

Professor E.V. Axelson
Professor J.F. Beekman
Professor J.F. Brock*
Mnr C.S. Corder*
Professor W.H.B. Dean
Dr J.P. Duminy*
Professor G.F.R. Ellis
Biskop A.W. Habelgaarn*
Mnr E.V.E. Howes*
Professor M.F.Kaplan
Ds. W.A. Landman
Mnr G.K. Lindsay
Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

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Caught

The exploitation of black domestics continues despite calls by black and by white leaders to upgrade the wages of these workers to living standards. SALLY DE VASCONCELLOS spotlights the shocking salaries being paid to domestics.

For five years, Mrs Emily Tshabalala has been earning R20 a month in Doornfontein. She has never had a salary increase.

She not only cleans, washes and irons, but cares for her employer's six children during her 11-hour day, and she works 5½ days a week.

As she does not live on her employer's property she has to buy her own evening meals and clothe herself on R20.

Her attitude is one of acceptance. "I take it as it comes. What can I do? There are no other jobs around."

Emily's story highlights the plight of thousands of black domestics, some of whom often have to support large families on meagre wages.

While caring for children of white families, they are often forced to neglect their own children.

They are at the mercy of their employers, who decide what to pay them.

The law does not protect them. Even the Bantu Urban Areas Act, which was enacted specifically to protect urban blacks, is silent on the question of salaries.

In a recent survey, Fair Deal spoke to 20 domestics working in Parkview, Rosebank, Parkmore, Brixton, Mayfair and Doornfontein. Not one earned more than R60 a month.

Besides being semi-literate, most of them were scared to say too much lest they jeopardised their futures with their employers. Some felt trapped in hopeless situations because they felt they could never earn enough to improve their lives.

Mrs Jane Mokoena (36) mother of one child, works in a house in Mayfair for R30 a month. She has been with the same employer for seven years. (Her salary has increased by only R5 during that time.) Although she lives on her employer's property, she has to buy her

in a wage-trap

own food and can never afford to buy meat.

She is given only Saturday and Sunday afternoons off.

Miss Anna Molale, who also works in Mayfair, earns R35 a month plus her food. On this she has to support herself and two children, who live in Kroonstad with her mother.

She is given only one weekend off a month. She usually goes to see her children then.

She complained bitterly about her salary. "The money is too little and I am not happy."

In Parkmore the lowest wage Fair Deal found was R55 a month. Mrs Tombi Mokoena has been working for the same employers for 13 years. She works a 12-hour day, which includes cleaning, washing, ironing and cooking.

She shrugged her shoulders when asked if she was happy with her wage. "What can I do?"

Although Miss Maggie Ngcobo also earns R55 a month in Parkmore, she has to support four children on this salary. She lives in and her food is supplied. Each weekend she returns to her home in Alexandra.

"When I ask for more money, my immigrant employers say South Africans pay low wages and they will do the same," Miss Ngcobo told us.

"The situation is distressing. We wrote to the Wiehahn Commission requesting legislation for domestics but they are still excluded," Mrs Deborah Mabiletsa, director of Women's Work at the South African Council of Churches told Fair Deal.

Sheena Duncan, national vice-president of Black Sash, said that a lot of unregistered workers were being exploited. "With the current unemployment crisis and with the clampdown on the employers for having unregistered labour, wages are even more depressed," she said.

"They are contributing to the economy of the country and therefore need protection," said Lucy Mvubelo, general secretary of the National Union of Clothing Workers.

"R60 is not an adequate salary. Most of the domestics are breadwinners and need more than that to support a family," Mrs Mvubelo told Fair Deal.

Dr Selma Browde, former MPC, felt that the system encouraged exploitation. "It's an abnormal system. Domestics are not living normal lives because they have no alternative but to live in. In a normal society people live in only by choice."

● Fictitious names have been used to protect the domestics.

Domestics 'r
Steyn metho

By PAT SIDLEY

SELECTIVE CONCERN with criminal behaviour not be condoned as it implied that there was no among whites in the Sea Point-Green Point area, Domestic Workers' Association, Miss Maggie Oewi

Miss Oewies was reacting to a statement of progress in the area by the Minister of Community Development, Mr Marais Steyn, released this week.

She was speaking on behalf of Sea Point and Green Point domestics, whom she addressed on Monday night.

She said the domestics rejected Mr Steyn's method of dealing with the problem, as there was more than enough existing legislation.

"We disagree strongly that each and every servant's quarter is a hideout for criminals and loafers," she said.

Mr Steyn's understanding of the problem was "short-sighted" and failed to take account of the fact that there were 10 000 people in the area whose social needs had to be catered for.

The meeting was told that the recommendations of the Fouche Commission would mean the extension of the pass system and that maids would be "imprisoned" alone in their rooms from 10 pm to 8 am.

Domestics objected particularly to the suggestion that duplicate keys to their rooms should be available to the police at all times.

Miss Oewies said she hoped the recommendations to the council would be brought to the attention of the Department of Community Development.

Strong reaction against the proposals have also come from the director of the Black Sash Athlone Advice Office, Mrs R N Robb, who said the proposals "painted a depressing picture for the people who live and work in the area.

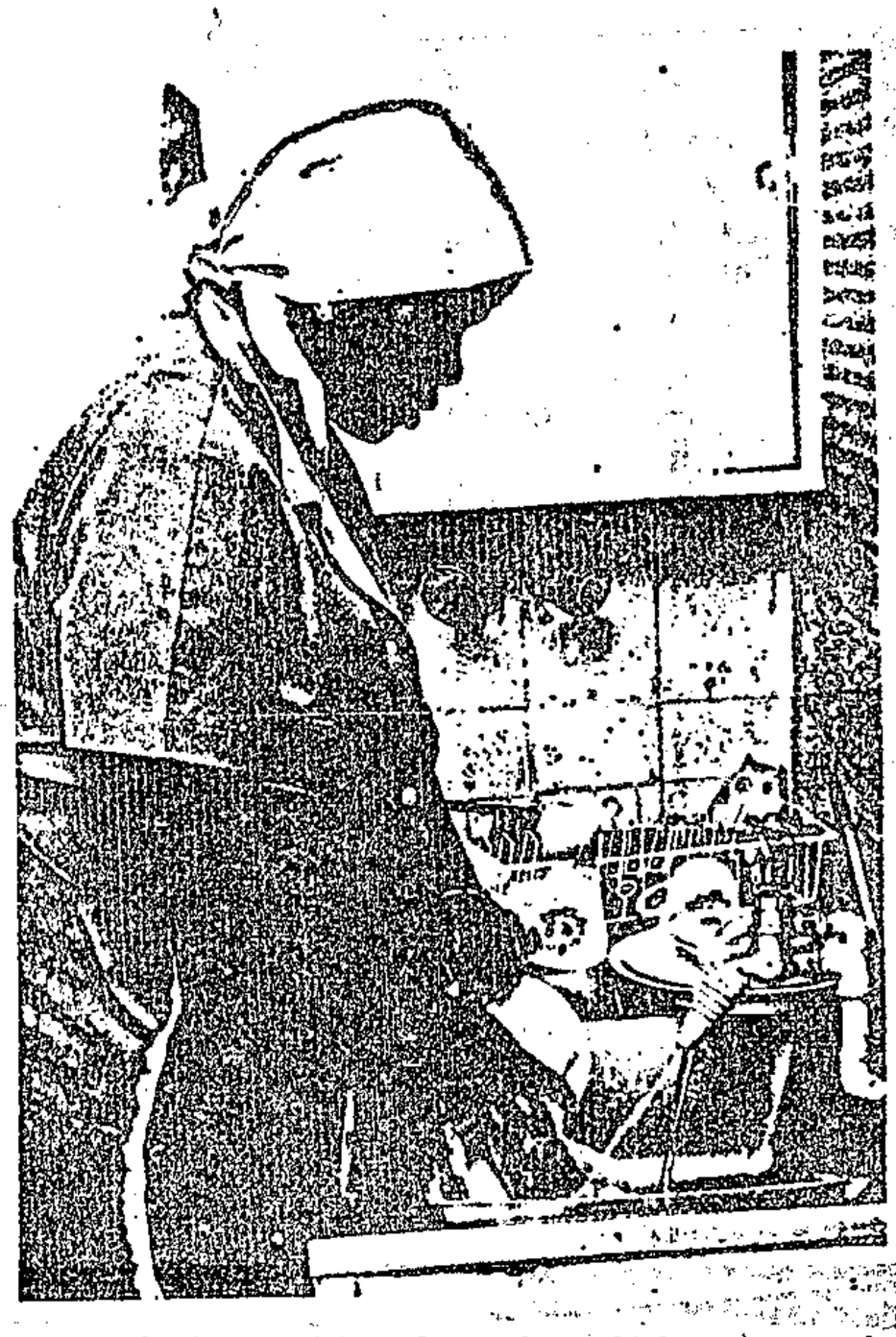
"Police raids, searching private property and arresting of supposed vagrants in the street could lead to a lot of innocent hard-working people being harassed or wrongly arrested", she said.

"They could disappear off the streets, leaving a lot of worried relatives looking for them."

Mrs Robb said Sea Point was not the only area where there was violence. "It occurs all over the Cape Flats."

On the question of rehabilitation centres to which alleged vagrants could be sent, she said: "One hopes they really will be rehabilitation centres and not potato farms. Rehabilitation camps could be good, but could also simply be a form of imprisonment with forced labour."

Dr John Sonnenberg, a Sea Point City Councillor and chairman of a council committee set up to investigate the Sea Point and Green Point



Even the Bantu Urban Areas Act, which was enacted specifically to protect urban blacks, is silent on the question of salaries.

R65 cited as minimum

"South African whites want it both ways — they want blacks to work for them, yet they don't want to pay them decent wages," says Sue Gordon, national organiser of the Domestic Workers' and Employers' Project.

She recommends a minimum cash wage of R65 a month for a full-time living-in domestic worker who works an eight-hour day and a 44-hour week.

For a skilled domestic worker, such as a good cook, she recommends R80 a month, and for someone who has housekeeping skills, R100 a month.

"The wages of the domestic worker who lives away from work should be calculated similarly to the living-in worker," Sue Gordon said. She suggests transport expenses be paid and an extra R10 a month to cover part of her rent.

Mrs Gordon emphasised that overtime and baby sitting pay should not be seen as part of the basic salary. A minimum yearly increment linked to the cost of living should be given.

She recommends three weeks annual leave on full pay.

Under common law where wages are paid monthly both employer and worker are required to give one month's notice of termination of the contract. Employers may give a month's wages in lieu of notice.

EL maids earn less — survey

EAST LONDON — Full-time female domestic servants here are paid less in cash than in any other major centre in South Africa except Bloemfontein.

This is revealed in the latest survey of the 11 principal areas of South Africa conducted by the Department of Statistics.

According to the survey the average cash wage of black female domestic servants in October 1977 in East London was R30.38 a month.

In Bloemfontein the average monthly cash wage for black female domestic servants was R28.70.

While cash wages in Bloemfontein were lower than in East London payments in kind — by way of housing, food and other services — were higher.

The average servant's payment in kind in Bloemfontein was estimated at R45.05 while that in East London was R41.98.

Domestic servants in East London, therefore, received an estimated total wage of R72.36 compared to an estimated average total wage of R74.75 in Bloemfontein.

The highest cash wage for black female servants is paid in Cape Town where the average cash wage in October 1977 was R49.96 and the total average wage including payment in kind was R102.36.

Comparative cash wages in some other centres for black female servants monthly were: Port Elizabeth R36.38, Kimberley R32.72, Pietermaritzburg R34.80, Durban R36.63, Pretoria R37.00, Witwatersrand R41.62, Vaal Triangle R32.58 and Orange Free State Goldfields R30.86.

The survey showed that average monthly cash wages for domestic servants in East London had nearly doubled from R16.03 in 1972.

The highest paid category of domestic workers in East Lodon are male garden workers who in October 1977 received a monthly average cash wage of R46.07 which was higher than that paid in Kimberley: R38.49, Pietermaritzburg: R33.01, Durban: R29.55, Pretoria: R41.42, and Bloemfontein: R33.42.

The regional secretary of the South African Institute of Race Relations, Mrs Val Sullivan, said last night too many people regarded the cash wage given to their domestic servants as pocket money without being aware of the responsibilities to families many of these women had.

"While these women may be given free accommodation by their employers many of them have to support homes with children in Mdantsane."

Mrs Sullivan urged people to give their servants more time off if they could not afford to pay them decent wages. This would enable them to either obtain alternative part—time jobs or spend more time with their families.

The Domestic Workers and Employers Project, which operates throughout South Africa, has recommended a monthly cash wage of R65 a month for domestic servants.

The Department of Statistics survey shows that whites are increasingly making less use of domestic servants.

"Cash wages increased by 10.3 per cent from October 1976 to October 1977 compared with an increase of 12.4 per cent the previous year, only the second time since 1967 that the average wage increased by less than the consumer price index," the report says.

This means that in real terms at present the lot of domestic servants is not improving. — DDR.

The Star Tuesday March 27 1979 (294) 23

Council looks at servants' rooms

The Sandton Town Council last night adopted a proposal to examine the regulations governing the building of servants' quarters.

The decision follows an article in The Star this month in which attention was drawn to lack of windows in bathrooms and toilets, "squatting" toilet facilities and lack of ceilings.

Randburg and Johannesburg were also mentioned in the article.

Mr P B Oertel, a member of the Management Committee, said there were no regulations concerning the installation of ceilings in living quarters for servants or Europeans. As far as he knew no plans for "squatting" toilets had been passed by the council for the past six years.

He suggested amendments to by-laws governing servants' quarters be left until next year when national amendments authorised by the State President would be announced.

Mr Bennet suggested the council prepare itself for the announcement of national amendments of the regulations by examining the present legislation.

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(ii) Overall goals

Maximum utilisation of all resources (full employment).
Economic efficiency.
Equitable distribution of output.
Stability of rates of production, consumption, price levels.
Growth.

(iii) A brief look at alternative economic systems. Tradition economy; market (private enterprise); economy; mixed economies; planned collectivist economies.

Samuelson: Chapter 43.

5. Circularity of Economic Processes

Circular flow of income and output. At this point, the course branches out into Microeconomics (the determination of relative prices and outputs; study of markets, supply, demand) and Macroeconomics (study of aggregative economic behaviour - national income, employment theory, money & banking)

The plight of domestic workers

294 DE 5/3/77

By Peter Kenny

For the average white South African the domestic worker is probably one of the most taken for granted persons in his life

Domestic workers — because their job is considered menial — are one of the lowest paid categories of labour.

But as Robert Kraft an economist and leading trade unionist in South Africa has pointed out: "Domestic servants have been as important to the growth of the economy as any other group of workers. They have made it possible for many whites to go out and work."

The Domestic Workers and Employers Project (DWEP) is growing throughout South Africa and the project serves the long-term interests of both workers and employers.

The national organiser of DWEP, Mrs Sue Gordon, who visted East London with another DWEP organiser, Mrs Leah Tutu, last week, said the organisation started in Johannesburg in 1973 to improve the quality of life of domestic workers.

DWEP operates through centres of concern in many South African towns — not just the major cities.

In East London there are six centres of concern

SUE GORDON

— Beacon Bay, Gonubie, Nahoon, central city and Southernwood, and Vincent.

"We want to create an awareness for domestic workers of their innate potential and also an awareness among employers of how they can improve their relations with their workers," Mrs Gordon said.

The centres of concern not only have literacy classes and teach sewing, handicrafts and other skills but they enable servants to get to know one another.

"Whites often live with the misconception that all blacks know one another because it is customary for them to be polite in greeting one another.

"The life of a servant can often be lonely — especially in a place like Johannesburg where there are so many different ethnic groups," Mrs Gordon said.

In general, she said, conditions for workers in South Africa had improved in the last ten years, but conditions of some domestic workers — especially those on farms — were lamentably bad.

A Department of Statistics survey last year showed that full-time domestic workers in East London are paid less than in any other major centres in South Africa, except Kimberley.

This was revealed in a survey of the 11 principal urban areas of South Africa.

In Kimberley the actual cash wage was above that paid in East London, but payment in kind by way of food, housing and other services was less.

The average cash wage for female domestic servants in East London was above that of only one city — Bloemfontein. But there payment in kind was greater, making the average wage larger than the one paid here.

In the present poor economic climate many employers had the attitude — if we have to pay our servant more we will have to get rid of her.

But, said Mrs Gordon, people should be more aware of their alternatives. Why not, she said, opt for the pro-rata system of payment where a worker is paid for the amount of works she does.

In this way if she is getting paid less the domestic worker will have more free time to seek

LEAH TUTU

some other part-time occupation.

Mrs Gordon said people who paid servants badly could not be categorised by economic stature, religion, party support, or language group. The same could also be said for people who treated their servants well.

In her book Domestic Workers — A Handbook for housewives Mrs Gordon says: "One of the most vicious customs often adhered to by otherwise kindly people, is that of the 'going wage'.

"This is generally the lowest possible wage. 'I really think that we ought to raise the wages of our domestic workers by 50 per cent,' confided a housewife who had been reading about the plight of the African people. 'but if we did the neighbours would be furious.' Another said: 'Our neighbours hate us because we pay good wages and treat our domestics well.'

"People of goodwill must simply have the courage of their convictions and pay what they believe is right: not only will they thus be helping their own workers, but they will, indirectly, be responsible for raising salaries in their area," says Mrs Gordon in her book.

Mrs Tutu said: "The problem of wages is not only an economic problem, it is also a moral problem."

Both women said there was a surprising amount of untapped goodwill in employers. Many people, they said, treated their servants badly merely because they had not stopped to consider their actions. They found, however, generally the young generation tended to treat their servants better than their parents.

Some employers tended to regard DWEP with suspicion. But these, said Mrs Gordon, were people who wanted to maintain the status quo and not improve the lot of their workers.

In her book and an updated addendum with a guide for employers Mrs Gordon discusses many of the problems that employers have with their servants and many areas of misunderstanding that arise.

For every employer of domestic servants there is a wealth of tips in the two publications which can be obtained at the South African Institute of Race Relations shop in East London for 90c.

Better pay for domestics urged

EAST LONDON — Employers of domestic workers should pay as much as they could, Mrs Sue Gordon, national organiser of the Domestic Workers and Employment Project, said yesterday.

If employers could not afford to pay a livable wage they should, rather than fire their staff in a time of unemployment, cut their working hours and pay them accordingly.

Mrs Gordon was visiting East London with Mrs Leah Tutu, wife of Bishop Desmond Tutu, secretary general of the South African Council of Churches.

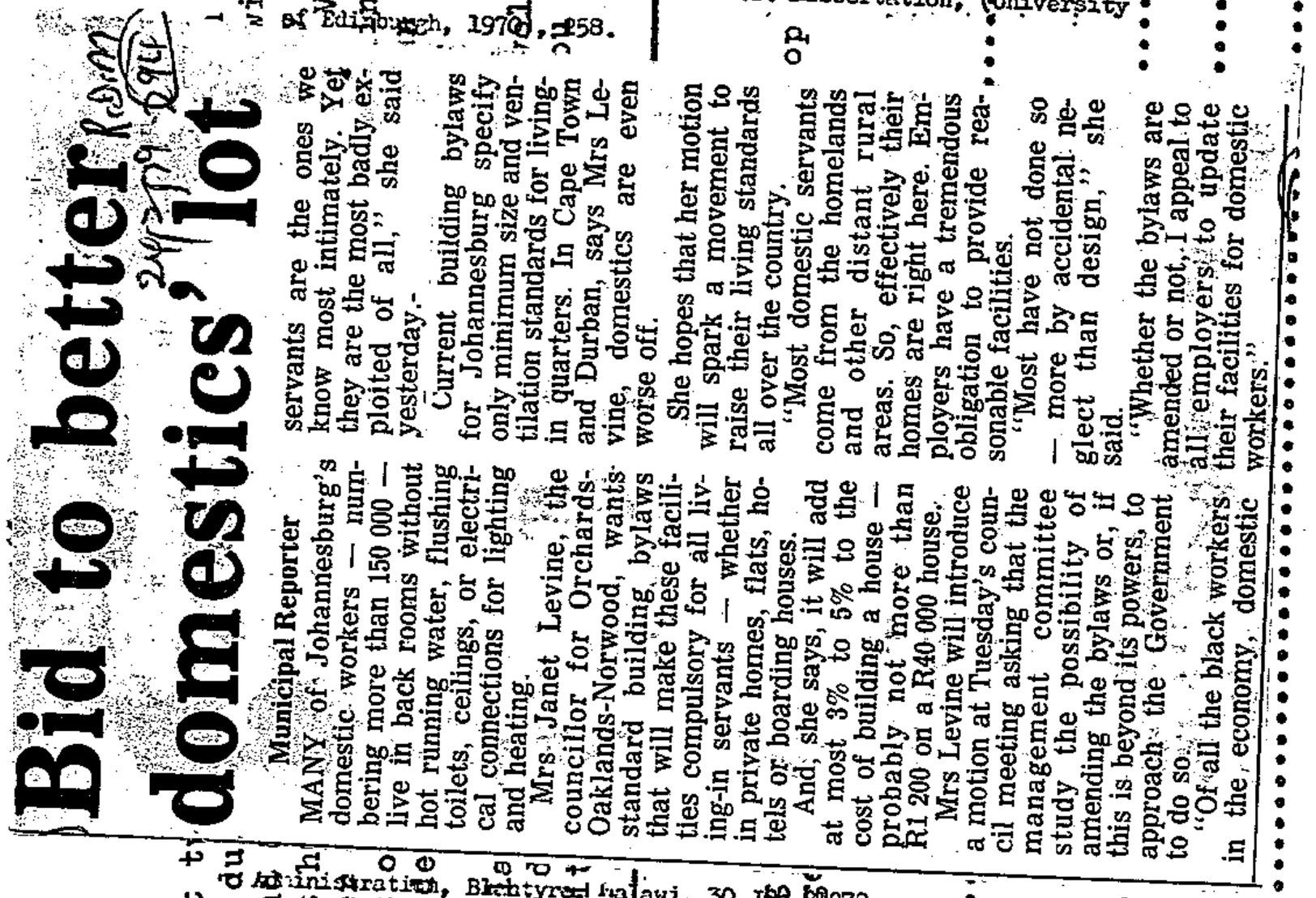
They were making employers more aware of what they can do for their domestic workers and promoting care centres where domestic workers can develop skills such as literacy, sewing and handicrafts.

In Johannesburg DWEP is helping domestic workers start groups for bulk buying and trying to start savings clubs.

Mrs Gordon said by improving relationships and working conditions of domestic workers every white South African could do something positive for the country. — DDR.

139.) S1/992/25, 'Annual Report - Central Province, 1924'; SEC 1/67/E/37, 'Annual Report, Dowa District, 1936'.

140.) Rodrick J. MacDonald, 'A History of African Education in Nyasaland, 1875-1945', Unpublished Ph.D. dissertation, (University of Edinburgh, 1968), 57; Roger K. Tangri, 'The Development of Modern African Politics and the Emergence of a Nationalist Movement in Colonial Malawi, 1891-1958', Unpublished Ph.D. dissertation, (University of Edinburgh, 1970), 258.



Bid to better domestics' lot

Municipal Reporter

MANY of Johannesburg's domestic workers — numbering more than 150 000 — live in back rooms without hot running water, flushing toilets, ceilings, or electrical connections for lighting and heating.

Mrs Janet Levine, the councillor for Orchards-Oaklands-Norwood, wants standard building bylaws that will make these facilities compulsory for all living-in servants — whether in private homes, flats, hotels or boarding houses.

And, she says, it will add at most 3% to the cost of building a house — probably not more than R1 200 on a R40 000 house.

Mrs Levine will introduce a motion at Tuesday's council meeting asking that the management committee study the possibility of amending the bylaws or, if this is beyond its powers, to approach the Government to do so.

"Of all the black workers in the economy, domestic servants are the ones we know most intimately. Yet they are the most badly exploited of all," she said yesterday.

Current building bylaws for Johannesburg specify only minimum size and ventilation standards for living-in quarters. In Cape Town and Durban, says Mrs Levine, domestics are even worse off.

She hopes that her motion will spark a movement to raise their living standards all over the country.

"Most domestic servants come from the homelands and other distant rural areas. So, effectively their homes are right here. Employers have a tremendous obligation to provide reasonable facilities.

"Most have not done so — more by accidental neglect than design," she said.

"Whether the bylaws are amended or not, I appeal to all employers to update their facilities for domestic workers."

Het tijdschrift Kleurling
Verschijnt jaarlijks
Intervakansie gezind
Werkjaar in die Kaapstad
Gedrukt op Woordeboek
Bestuurslid

NAAM:.....

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Behalwe dat ... Kleurling ... Gerhard ...

In 1976 ...

Administration, Blantyre, Malawi, 30 June 1978.

146.) Short, Banda, 93.

147.) Ross, 'The Political Role of the Witchfinder in Southern Malawi During the Crisis of October 1964 to May 1965', in University of Edinburgh, Centre of African Studies, Witchcraft and Healing (Edinburgh, 1969), 60.

148.) Hastings Kamuzu Banda, Malawi: Foreign Policy and Development, 65.

Short, Banda, 93.

Rotberg, Rise of Nationalism in Central Africa, 320.

149.) Mark Hanna Watkins, A Grammar of ChiChewa (Philadelphia, 1937), 7.

150.) For a discussion of this role, see Chanock, 'Ambiguities', 344-5.

151.) Short, Banda, 93.

152.) Personal observation, Chikwawa town, Chikwawa district, 10 June 1968.

153.) 'Installation of Paramount Chief Lundu', 6.

154.) Personal communication, Professor Swanzie Agnew, 14 Jan. 1978.

155.) Matthew Schoffeleers, 'The Meaning and Use of the Name Malawi in Oral Traditions and Precolonial Documents', in Pachai, Early History, 91-103; 'Myths and Legends of Creation', Vision of Malawi (Dec. 1972); 'Towards the Identification of a proto-Chewa culture: a preliminary contribution', The Journal of Social Science, II (1973), 47-60; Matthew Schoffeleers and Ian Linden, 'The Resistance of the Nyau Societies to the Roman Catholic Missions in Colonial Malawi', in T. O. Ranger and I. N. Kimambo, eds., The Historical Study of African Religion (London, 1972), 252-73; Linden, Chewa Resistance, Praxis, among other works by the two scholars. Recently Steve Chimombo has taken the scholarly findings and cast them in the form of a Chewa culture-oriented play, 'The Rainmaker' (Zomba, 1974).

156.) Thomas, 'Economic Developments in Malawi since Independence', 49.

157.) Unattributable interview; Thomas, 'Economic Developments in Malawi since Independence', 49.

158.) Short, Banda, 274.

159.) Banda's very unusual relationship with the women of Malawi deserves a separate study on its own.

160.) Short, Banda, 274. For a different interpretation, see Alifeyo Chilivumbo, 'Malawi's Culture in the National Integration', Presence

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294 NM 2/2/79

Talking Point

The time's their own — but there's nowhere to go

THURSDAY is the traditional day off for thousands of domestic workers — there are approximately 750 000, of them in South Africa.

But when they've finished washing up the breakfast things (or, in many cases, stayed until lunch is over), where do they go, what they do?

The answer, sadly, is that they have nowhere to go and nothing much to do. The Centres of Concern, mostly open on a Thursday, reach 10 000 workers countrywide, and even then, the facilities provided by this caring group are but a drop in the ocean.

The facilities, of course, can only be used by people who are able to reach them and, because of a combination of a lack of transport, the cost of fares and the very short hours off some employers give, many domestic workers have little option but to spend their hours off either in the confines of their room or sitting on grass verges where they are at least able to meet friends.

Domestic workers I have spoken to were unanimous that they wanted some place to go to in their time off. Employers, they said, were not very happy about them bringing friends onto the property, but where could they go to enjoy their leisure, socialise and have refreshments?

Audrey Cobden, Director of DWEP in Natal, feels that the best solution would be a joint effort between local municipalities and private individuals to provide even minimal facilities.

Kloof, that suburb of fresh air and mists, has 4 000 domestic workers, one of the largest Black populations living in a White area — but provides no facilities for them. In July last year a plan to establish a Black sports field was quashed.

A mobile library, parked outside the library proper, is to be provided, which is something. Other municipalities are no better . . . and yet it is surely to the advantage of householders to see that their employees are properly catered for and not left to roam aimlessly around?

Surely as householders, we should be concerned for the welfare of those with whom we live and work so closely.

Pauline Pretorius of Glenashley tried to get a centre off the ground last year, but was unable to do so because of local objections and threatening telephone calls, in spite of co-operation from the Durban City Council.

If we have the opportunity to enjoy our leisure hours to the full, then we should be prepared to see that facilities, minimal though they may be, should be provided locally for those who work for us. Even if it's just a place where a cup of tea and a biscuit can be brewed up.

JENNIFER Crwys-Williams is Woman's Editor of The Natal Mercury.

THEIR CONCERN IS TO LEARN

NM 31/1/79

(294)

● ***Jennifer Crwys-Williams looks at the work of the Centres of Concern — a country-wide network of care and self-help for domestic workers.***

IT'S a sprawling mid-30s house, almost hidden from the road by the swathes of long grass that surround it. A path leading to the house and the area just around the building has been roughly cleared to allow access. Which is important, because in this empty, echoing house, local domestic workers are able to do their own thing — even if it's only on one afternoon a week with a couple of evenings thrown in.

This is the Sherwood Centre of Concern. Every Thursday afternoon up to 20 women trudge up the cleared drive to the house and get stuck into sewing, English and Zulu literacy classes, endless nattering and a cup of tea.

Unlike most other Centres of Concern, part of the Domestic Workers and Employers Project, the Sherwood Centre has no white helpers and it was founded by a former domestic worker, Gertrude Mkhanya.

There are no facilities as such — just a snug roof that keeps out the rain, a few benches to sit on, a couple of tables and an urn to brew up a cup of char. The tea cups were recently stolen.

It doesn't dull the women's enthusiasm, though. Although what they do is important, it is what they would *like* to do that is possibly more of note.

If they could, they would like dancing. They would like to learn first aid, typing, and a bit about putting clothes together. They'd also like to learn cooking — and if someone could teach them, they can get hold of an old stove.

The DWEP end of year report on the Centres of Concern has just been published.

It shows that almost 10 000 domestic and other workers are using the centres all over the country and that approximately 1 100 White helpers are sharing their skills with the domestic workers.

The report shows the diversification between the various centres. People and their needs, says the report, are placed above the acquisition of any skills. The importance of social intercourse, without any learning is also recognised.

The Vereeniging Centres set special times aside when people lay down their pencils and other work and just communicate.

Noticeable, too, are the wide variety of skills available at some of the centres.

Parkview Centre of Concern in Johannesburg offers crochet and knitting, sewing, first aid, home

one that is voiced elsewhere, is to provide a place for domestic workers to relax, meet friends and enjoy a cup of tea, besides acquiring new skills or improving already acquired skills.

"What amazes me most is not the steady work which the teaching staff has been able to achieve, but the way the students themselves are taking the lead," comments the Northdene Centre.

Of concern to several centres was a dwindling attendance put down, in some cases, to a lack of teachers and therefore interest, but the real reason

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SOME of the domestic workers at the Sherwood Centre
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in a wage-trap

own food and can never afford to buy meat.

She is given only Saturday and Sunday afternoons off.

Miss Anna Molale, who also works in Mayfair, earns R35 a month plus her food. On this she has to support herself and two children, who live in Kroonstad with her mother.

She is given only one weekend off a month. She usually goes to see her children then.

She complained bitterly about her salary. "The money is too little and I am not happy."

In Parkmore the lowest wage Fair Deal found was R55 a month. Mrs Tombi Mokoena has been working for the same employers for 13 years. She works a 12-hour day, which includes cleaning, washing, ironing and cooking.

She shrugged her shoulders when asked if she was happy with her wage. "What can I do?"

Although Miss Maggie Ngcobo also earns R55 a month in Parkmore, she has to support four children on this salary. She lives in and her food is supplied. Each weekend she returns to her home in Alexandra.

"When I ask for more money, my immigrant employers say South Africans pay low wages and they will do the same," Miss Ngcobo told us.

"The situation is distressing. We wrote to the Wiehahn Commission requesting legislation for domestics but they are still excluded," Mrs Deborah Mabiletsa, director of Women's Work at the South African Council of Churches told Fair Deal.

Sheena Duncan, national vice-president of Black Sash, said that a lot of unregistered workers were being exploited. "With the current unemployment crisis and with the clampdown on the employers for having unregistered labour, wages are even more depressed," she said.

"They are contributing to the economy of the country and therefore need protection," said Lucy Mvubelo, general secretary of the National Union of Clothing Workers.

"R60 is not an adequate salary. Most of the domestics are breadwinners and need more than that to support a family," Mrs Mvubelo told Fair Deal.

Dr Selma Browde, former MPC, felt that the system encouraged exploitation. "It's an abnormal system. Domestics are not living normal lives because they have no alternative but to live in. In a normal society people live in only by choice."

● Fictitious names have been used to protect the domestics.

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16/5/79.

Even the Bantu Urban Areas Act, which was enacted specifically to protect urban blacks, is silent on the question of salaries.

R65 cited as minimum

"South African whites want it both ways — they want blacks to work for them, yet they don't want to pay them decent wages," says Sue Gordon, national organiser of the Domestic Workers' and Employers' Project.

She recommends a minimum cash wage of R65 a month for a full-time living-in domestic worker who works an eight-hour day and a 44-hour week.

For a skilled domestic worker, such as a good cook, she recommends R80 a month, and for someone who has housekeeping skills, R100 a month.

"The wages of the domestic worker who lives away from work should be calculated similarly to the living-in worker," Sue Gordon said. She suggests transport expenses be paid and an extra R10 a month to cover part of her rent.

Mrs Gordon emphasised that overtime and baby sitting pay should not be seen as part of the basic salary. A minimum yearly increment linked to the cost of living should be given.

She recommends three weeks annual leave on full pay.

Under common law where wages are paid monthly both employer and worker are required to give one month's notice of termination of the contract. Employers may give a month's wages in lieu of notice.

The exploitation of black domestics continues despite calls by black and by white leaders to upgrade the wages of these workers to living standards. SALLY DE VASCONCELLOS spotlights the shocking salaries being paid to domestics.

Caught

For five years, Mrs Emily Tshabalala has been earning R20 a month in Doornfontein. She has never had a salary increase.

She not only cleans, washes and irons, but cares for her employer's six children during her 11-hour day, and she works 5½ days a week.

As she does not live on her employer's property she has to buy her own evening meals and clothe herself on R20.

Her attitude is one of acceptance. "I take it as it comes. What can I do? There are no other jobs around."

Emily's story highlights the plight of thousands of black domestics, some of whom often have to support large families on meagre wages.

While caring for children of white families, they are often forced to neglect their own children.

They are at the mercy of their employers, who decide what to pay them.

The law does not protect them. Even the Bantu Urban Areas Act, which was enacted specifically to protect urban blacks, is silent on the question of salaries.

In a recent survey, Fair Deal spoke to 20 domestics working in Parkview, Rosebank, Parkmore, Brixton, Mayfair and Doornfontein. Not one earned more than R60 a month.

Besides being semi-literate, most of them were scared to say too much lest they jeopardised their futures with their employers. Some felt trapped in hopeless situations because they felt they could never earn enough to improve their lives.

Mrs Jane Mokoena (36) mother of one child, works in a house in Mayfair for R30 a month. She has been with the same employer for seven years. (Her salary has increased by only R5 during that time.) Although she lives on her employer's property, she has to buy her

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SERVICES SECTOR - Domestic Waters

1-1-80 — 31-12-80

WOMAN'S ARGUS

Domestic work=

South Africans are promised a financial boom this year with benefits for all. Domestic workers, hoping they are not going to be left out, are pleading for a better deal.

The highest rise in the cost of living for blacks throughout the country has been in the Cape, according to a survey on household subsistence levels but there are people who pay their maids wages as little as R35 a month.

Most domestic workers are breadwinners for their families. And still there are employers who say, 'But her living is free. Her salary is really only pocket money.' Or, 'We can't afford to pay her more. We'd have to chuck her out.'

A family is said to be in a state of poverty when their income does not meet basic costs necessary for health and hygiene. The minimum subsistence level for a coloured family of five is estimated at R193 for one wage earner with an additional R50 for travel to school, books, sickness, burial society payments and other emergencies.

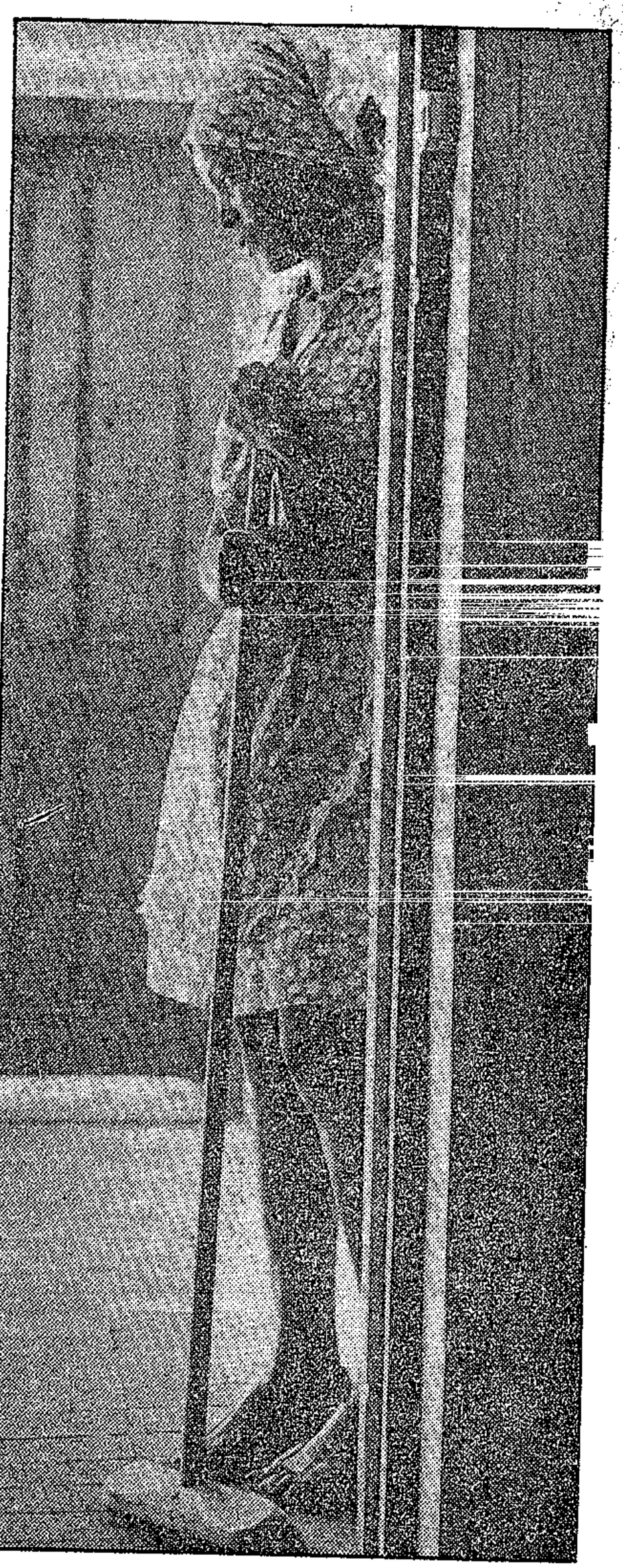
Maggie Oewies, chairman of the Domestic Workers Association recently accused employers of being unaware of the problems of domestic workers. There is a misconception that blacks can live more cheaply than whites because rents are relatively cheap. This is not true. Rents are sometimes cheap but as a rule the poor get poorer: meat is more expensive for those who can't afford deep freezes. Groceries are more expensive for those who can't afford transport to the supermarkets. Commuting is expensive for those who are forced to live far out of town.

To gauge the fairness of a salary, employers can put themselves in the employee's position and imagine budgeting on that amount of money.

Domestic workers belong to a profession which is fragmented, has no unions and no bargaining power. Things that are covered as a matter of course in most forms of employment, such as sick leave, pension funds and medical aid are often ignored in domestic work.

And to make their case a stronger one in terms of salaries, Sue Gordon of the Domestic Workers and Employers Project (DWEP) based in Johannesburg says, 'Domestic workers should become more effective. They should develop skills so that they can demand higher wages as skilled workers.'

● These are the recommendations laid out by DWEP in Johannesburg



Domestic workers . . . some of them get watches or radios instead of pensions.

ers are breadwinners too

combined with figures compiled in 1979 for Cape Town by the Commission for Justice and Peace:

THE LIVING-IN WORKER

- **Semi-skilled, working a 44 hour week (five-and-a-half days) . . . R96 a month minimum.**
- **A skilled worker such as a cook, nanny or housekeeper . . . R118.**

THE LIVING-OUT WORKER

- **Full time, semi-skilled working five-and-a-half days . . . R120 plus travelling costs, a nourishing breakfast and a main meal.**
- **Part time . . . 80c per hour plus travelling costs**
- **Part time . . R4,50 per half day plus travelling costs and one full meal.**
- **Overtime (it's exhausting and cuts into necessary leisure and sleep time) . . . 90c an hour.**
- **Overtime babysitting for the family by whom the worker is employed . . . 60c an hour.**
- **Baby sitting for an outside family . . . 90c an hour.**

Daily workers should have an hour's break for lunch and two short tea breaks.

Workers employed on a monthly basis should have three weeks paid leave a year, provision for medical expenses and some kind of pension fund.

Full time workers should be allowed two weeks sick leave on full pay each year. Public holidays should be given.

The minimum yearly increment should be linked to the cost of living increases (up by 15,2 percent since 1978)

There are shocking cases of domestic workers who have worked for one employer for one or more decades who find when they leave that they get nothing or perhaps a watch or a radio.

A pension fund can be taken out which can be transferred to a new employer if the worker changes jobs.

REMEMBER THAT:

- **Public transport is often overcrowded and sometimes dangerous. So is the walk home after dark. Employers should let their staff off early or transport them home safely themselves.**
- **People often have no choice as to where and how far out they live. That's why transport is expensive and sometimes irregular.**
- **Weekends are the only time when many domestic workers can spend time with their families.**
- **A full day off for a live-in worker doesn't mean after breakfast. It means being able to sleep late with no duties whatsoever.**
- **Not everyone speaks your language...**

'Ah,' say some employers, looking at the recommended wages listed here. 'It's better to pay my domestic worker the wage I can afford than to chuck her out.' The domestic worker will probably agree with the half-a-loaf theory. It's possible however to pay the same wages for fewer working hours so that she can char or seek piece work elsewhere to augment a slim salary.

KERI SWIFT

Vatiswa Ntshanga's page for women

PITY THE POOR SERVANTS . . .

18/11/80 BD 294

The domestic labour force is the largest working body in this country yet there is no real legislation to protect them.

They are poorly paid, they have no bargaining power and cannot raise their labour price, although subject to the same rising costs as their employers.

There is often also no consideration of leave.

A woman I know goes on leave only when her employers go camping during the festive season. She normally leaves on December 21 and comes back on January 8.

She is not at home to prepare for her children when schools have to open. During the course of the year, when her employers are on leave, she looks after their house.

Lack of training and education are some of the reasons why people have to suffer like this.

There is no security in the job, they can be dismissed at the drop of a hat, and employers will have no problem in replacing her because the rate of unemployment is high.

There is little to prevent her employer abusing her, physically or mentally. They are always on the receiving end.

They'll be scolded for leaving the bath running, for forgetting to switch off a kettle, for forgetting a cake in the oven, and may be dismissed. They are expected to be infallible.

The salaries are shocking. While her employer will willingly go for a facial, a meal or a hair-do for R40, the employer regards the same amount as enough for a woman, who perhaps has five dependants, a house in Mdantsane and another home in the rural area.

Most do not share the same meals as their employers.

A special meal is made for them of samp and beans, and this she often has to cook with a Primus stove in her room.

'Some had resorted to prostitution or were friendly with their bosses'.

This is done on the pretext that her employers' food is not filling enough for her. Some domestic workers cook the food they are not allowed to eat, and others pinch when the madam is not watching.

A woman who lives in Beacon Bay came here from Johannesburg. She originally came from England. Her domestic worker said she paid her R55 but had told her that she would have to do without her if it meant paying her beyond R70.

The woman said her employer allowed her to have meals with her and her six-year-old son.

"But I think she is an exception because she is from overseas," the woman said.

Other domestic workers were afraid to give their names for fear of losing their jobs.

Joyce M. said: "I get about R40 from my employer and she says it is too much.

"I have five children at school and the R40 does not go that far.

"I do practically everything in her house and when I ask for a rise in my salary she just tells me my work is light and easy and I get enough.

"But when I am not there she does not find work light and easy. She even does not go to work if I do not turn uo".

Doris L. said her husband was dead and her children were staying with her elderly and sick mother in a rural area in Middledrift.

"The money I get is not enough", she said. "I earn about R35. I own a house in Mdantsane but when the rent was increased to R15,79 I had no option but to take in boarders.

"I'm desperate and if it was not for the rent I get from my house to supplement my salary I would not be in a position to support my children."

Many women in rural areas are flocking to big cities to look for work because the earnings of their migrant working husbands are not enough.

These woman go for domestic work because of lack of reference books and that is how they get exploited by some employers who will say they do not really need a reference book.

A young girl who comes from the rural area in King William's Town said a lot of young women who were working as domestics in Johannesburg were disillusioned with their poor pay. Some had resorted to prostitution or were friendly with their bosses.

HERS

● *THE financial plight of South African blacks was highlighed in last week's Mercury report that the Housing Subsistence Level for a black family of six —the minimum cost of housing, clothing and accommodating them — has doubled from R82 a month to R170 in the last seven years.*

How do the black women who work for you at home fare in the light of this?

Jennifer Crwys-Williams and Glynis Horning conducted a survey of female domestic workers to find the facts.

Living on the breadline

One of the few answers to emerge from this survey came from a defeated and bewildered 58 - year - old mother of six and foster mother of a dead sister's child who said simply: "I don't know how I manage. I just don't know."

Cooking, cleaning, washing and ironing for the same family of five for the past 21 years and far from her salary doubling in the last seven it has increased by only R3 to a total of R40 a month — and then she had to ask for the rise. She said her employer had told her she ever got a rise it would be small.

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One of the few answers to emerge from this survey came from a defeated and bewildered 58 - year - old mother of six and foster mother of a dead sister's child who said simply, 'I must believe in God'.

This woman has been cooking, cleaning, washing and ironing for the same family of five for the past 11 years and far from her salary doubling in the last seven, it has increased by only R3 to a total of R40 a month — and then she had to ask for the rise. She said her employer had told her if she ever asked again she would be fired.

Although this woman lives in — she is fed tea and bread for breakfast, meanes for lunch and meat at night — she must send R30 home a month to feed her children. When she is desperate, she said, she sends R15 and they all go hungry.

The only luxury she allows herself is 72 cents a week to travel to and from church.

'I am an old woman,' she said. 'What will happen to my children?'

Her case was typical. None of the women we spoke to came near to earning the R170 'HSL' arrived at by Professor J P Potgieter, head of the Institute for Planning and Research at the University of Port Elizabeth.

Few even came near the recommended monthly wages laid down by Race Relations recently — R71,50 for general household tasks and R88 if extras such as cooking were required.

The average wage of the women we spoke to was, in fact, R58 a month.

All agreed the biggest bite from their salary was taken by food. One who worked for two families for a total of R33 a month said she needed R30 a month for food, but rent — at her R6 [illegible] women made do with [illegible] and clothing [illegible] some [illegible] making [illegible] dresses for [illegible] and to sell garments for more money.

The only new clothing they purchased was school uniforms for their children. These were compulsory and cost an average of R12,50 or R15 a child — though some mothers made their daughters' gymslips, this figure was more than made up with such items as blazers for their sons which cost about R27.

Most of the women said their employers expected them to meet their own medical expences unless they were actually hospitalised.

The same applied to transport costs, which ranged from R4,70 a month for a season ticket for a part-time worker from a township close to Durban, to R30 for a return ticket for one woman's visit to her family in a distant homeland once a year. (This particular worker received only R40 a month salary.)

Professor Potgieter's R170 a month required living wage considers only food, housing and clothing, but the women — all of whom are sole breadwinners of their families — also had to find school fees, which seemed to average R20 a child for half a year, and books — one woman has already spent R60 on books for three children, and she said she would have to buy more books as the year progressed.

Only one worker we spoke to said her employer paid for school fees, and this employer also met transport costs to and from work and medical costs, paid for her children's uniforms and saved money for her children, though not for her.

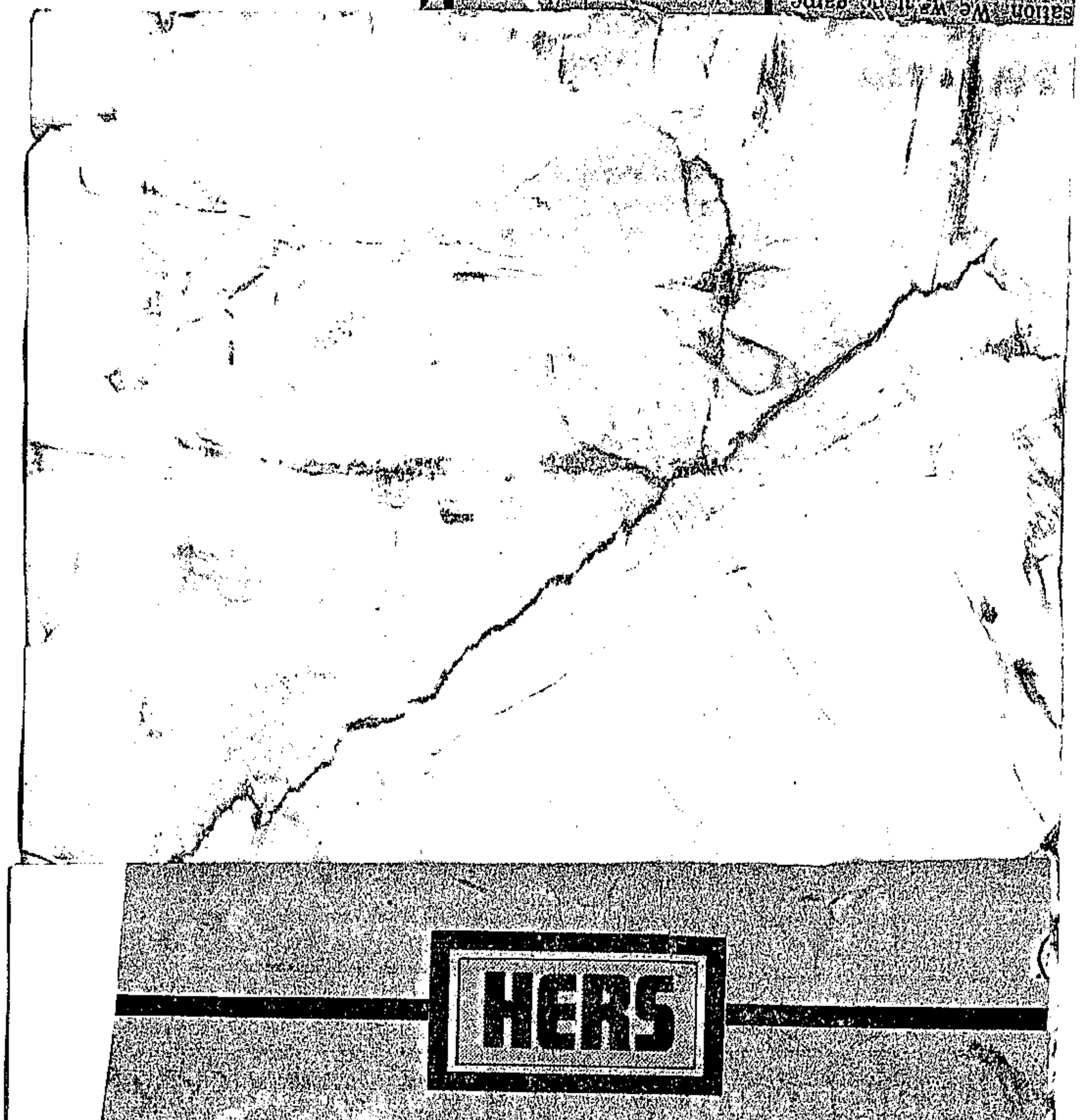
These fringe benefits made this 43-year-old mother of three by far the best off of the workers in the survey with her monthly salary of R72.

Those next best off seemed to be those who worked for several employers part-time. One had started by working full-time for a single employer but changed to part-time work when, after six years, her salary had risen from R20 a month to R36. That was six years ago. Today she earns R85 from the three employers.

The disadvantage here is that this type of worker does not usually live in, and so must feed herself and pay rent from her wage.

One of the live-in workers interviewed is at the bottom of the salary scale — she earns R40 a month — works in a well-to do large Berea house for one person.

She said her room was



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How do the black women who work for you at home fare in the light of this?

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sation. We would be gone on our tartans. The grass is very valuable to us and we cannot afford to have it grazed by useless animals.

old connection to the nose That's probably one of the reasons why smells can awaken dormant

294

disgusting. It leaks. My mattress has holes in it. Her lavatory is a hole in the floor, all water for washing (and drinking) has to be carried from the kitchen and she is fed only bread and tea for breakfast and lunch, and bread and mealie meal for supper.

She receives 125g of mincemeat on Tuesdays and Fridays — 'I look forward to that.'

The employer in this case holidays abroad twice a year, and although the domestic worker gets pay during these periods and is free to go on holiday, no help is given with train fares — R14 return.

It costs her R37,50 a term to keep her eldest son at school — paid until now from savings she made when in happy and lucrative employment with a couple who subsequently divorced — R35 for her son's train fares. In addition she has to pay for books and uniform.

Last year she borrowed R100 from her employer, who then deducted it from her R40 salary at the rate of R10 per month — one quarter of her salary.

The reaction of most of the women we spoke to was one of tired resignation. There was little sign of bitterness; there was little sign of hope. Most said they liked their employers.

Asked what they felt they would have to earn to survive adequately, some suggested R100, one only R60 (this woman was earning R40 per month). None mentioned a figure anywhere near R170; in their situation it seems almost inconceivable.

Most had tried to supplement their incomes. 'But no one wants to buy doilies anymore.' Old age and simple tiredness after a long day prevents some of them from even attempting anything.

As it is, most will have to rely on government pensions of R27.50 per month. This is almost the same as the sum recommended by Prof Potgieter to keep them above the HSL — but only if by that stage they have no dependants. In view of their family structure, this could be unlikely.

A spokesman for the Commissioner's Office dealing with black welfare and pensions said anyone with a yearly income exceeding R246 pa — about R20 per month — would not qualify for a pension with the pension was on a sliding scale. A woman would receive her full pension only if she had an income of less than R126 a year (R10 a month) and for every R6 she earned above that she would receive 50c less pension.

The solution is not an easy one. At the annual DWEP church service in Durban last year, the Chief Minister of KwaZulu Gatsha Buthelezi said it would be better to have a low wage than none at all.

And, according to a Department of Statistics report, white households in 11 metropolitan areas are employing fewer domestic workers. 39,5% of households had no domestics at all in October 1977 compared with 36,3% in 1975.

* * *

The 750 000 domestic workers in this country have no trade union; they do not enjoy the benefits of the Unemployment Insurance Fund Act, nor can they claim money for injury from the Workman's Compensation Commissioner — and unless it is done voluntarily, they have no private pension.

Perhaps the solution of the 58 - year - old woman we spoke to was the only one: 'I must believe in God.' But with the price of gold soaring and the consequent benefits to the country (Dr Owen Horwood announced recently that South Africa would be twice as well off this year as last), surely some of the benefits accruing can be spread where they are needed most?

And who more than that section of the workforce earning considerably less than even the basic HCI —and with no prospects in view?

Black prostitution and crime worry elderly

Star 5/2/80 (294)

By Arnold Kirkby
Crime Staff

The death of an elderly woman and attacks on four others in the last two months have focused attention on black prostitution and crime in Killarney, one of Johannesburg's most affluent suburbs.

Maids and nannies by day, black women change their uniforms for eye-catching dresses and head for Riviera Road to wait for the steady stream of white and Indian clients.

Shebeens operated from the boots of cars or from garden hedges ensure a steady flow of alcohol after hours.

Many owners of blocks of flats in the area have started taking a serious look at the security requirements needed to protect tenants.

Security guards in most of the blocks are being forced to step up their vigilance to keep loiterers and troublemakers out.

ELDERLY

But the vast majority of the residents are elderly people — many of whom are widowed or invalid — and they are scared.

"I am dead scared since the death of my good friend Mrs Miriam Shapiro and the mugging of another tenant, Mrs Mavrogiannis, recently," said an 82-year-old widow from Hatherley Hall.

"I suffer from thrombosis and must have a domestic to help me with the housework. She has a key and can get in any time she likes, but I trust her and nothing has gone missing from my flat."

Most of the residents in the area rarely go out of their flats unless escorted by members of their families.

The tenants living in Riviera Road where most of the prostitutes wait for their customers, say they know about the women but will not say anything which could cause repercussions.

DRUNK

They say many of the women shout and scream as they get drunk. Some of the husbands have been propositioned as they waited for the gates of buildings to be opened by guards.

Children have also been chased and threatened when sent to the local shopping centre by their parents. One boy was chased by three men after he had refused to let them use his bicycle pump to inflate a soccer ball.

Handbags and parcels have also been grabbed from unsuspecting shoppers at the centre.

A spokesman for the Hillbrow police said an immediate investigation would be launched to ascertain the extent of crime in the area.

He added that patrols in the area would be stepped up, and foot patrols would be implemented if necessary to keep crime off the streets.

Big deal — Killarney style

By Arnold Kirkby

Driving through the wealthy suburb of Killarney at night is an experience in itself, with black prostitutes gathering along Riviera Road swigging wine while waiting for clients.

I made the trip this week to see just what went on when the sun set and the night birds changed their maids' uniforms for street wear.

I parked in the shadows of a tree and watched the proceedings on the corner of Riviera Road and Fourth Road. Prospective customers from all walks of life stopped to negotiate.

One man was elderly with silver-grey hair to match the colour of his sleek German sedan, another a sales representative for a large tobacco company — apparently unconcerned at the firm's insignia painted all over his car — and a third a Free Stater from OMF.

All made pick-ups.

I then decided to find out what it was all about, so I drove around the block and went through the motions of the men before me.

"Hello dahling," were her opening words.

"Lovely night out tonight, don't you think?" — straight from an American bubblegum movie.

"How much?" I asked.

"Ten rand dahling," she said.

"So much."

"It's not as expensive as some massage parlours and twice as daring with a blackie, don't you think?"

"What about the police?" I ventured.

"Don't worry about them, they never disturb us," she replied.

I found she worked as a domestic during the day — as did most of the other girls on the street — and made some extra money at night.

While I was talking to her she was playing with the door handle. Then she opened it and wanted to get inside.

"What's your name dahling?" she said.

"Fred," I replied.

"Well I'm Gilly," she said.

Before she could seat herself in the car, I said I did not think I wanted to go through with the deal. So she became sarcastic, made remarks about my being racialistic, slammed the door and hurled abuse at me as I drove off.

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workers.

The Cape branch of Nafcoc - the National African Federated Chamber of Commerce - has issued a statement in support of the dismissed workers.

Fattis and Monis insist that there is "no dispute". However a director of the firm says he is worried about calls for a boycott of the factory's products by blacks because much of the factory's trade is with blacks. The management have kept production going by employing scab workers in the place of the striking workers. However production has slowed down.

Who are Fattis and Monis? Fattis and Monis is the factory which produces the following products: The following Record flours; Self-raising flour, Cake flour, Bread flour, Sifted flour, Unsiftes flour, Wheatie Treat flour; Philadelphia flour; Koeberg Mille pack - mealie meal; all products with the Fattis & Monis brand name. These include icecream cones, cake cups, wafers, macaroni, spagetti, large and small shells, pasta ribbons - broa d, narrow, plain and green, pain rings, dilatines. Fattis and Monis also pack their pasta products under the following brand names; Princess, Pot o' Gold, Pick 'n Pay no name brand, Ckeckers and Roma. Fattis & Monis also control a number of bakeries in the Cape Town area. These include the Good Hope Bakery in Elsies River, Wrench Town Bakery in Observatory and the Ultra Bakery in Somerset West.

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● MAGGIE OEWIES of the Domestic Workers' Union (left) and Barbara Billings, who claimed over R1 200 in back pay — and got it.

R1 200 in back pay for domestic

CAPE HERALD 23/2/80

294

A WYNBERG woman who had paid an orphaned girl a total of R175 for her seven years' work as a domestic has finally agreed to give her back pay — and costs — to the tune of over R1 200 in an out-of-court settlement.

The girl, now a 21-year-old woman, Barbara Billings, was originally sent from a Transkei orphanage to the Dominican convent in Wynberg.

From there she and other girls were placed in the care of families who, by agreement, would feed, clothe and educate them.

That was in 1970. When she left her 'foster home' after seven years in early 1979, she had earned R175 — nowhere near the R15 a month which had apparently been agreed to by the convent sisters and the woman in whose care she had been placed, Mrs Linda Gentle of Mission Road, Wynberg.

Miss Billings appealed to Maggie Oewies's Domestic Workers' Union to help her get what she said was hers by rights.

Eventually she instituted a claim for back pay of R1 317,50, less whatever she had been paid during the time she had worked.

No dice, said her former employer, who claimed that she'd started work in 1978 only, and that she had in fact been overpaid by R55.

As she saw it, there was no mention of employment when she took in the then 12-year-old girl. Her responsibility was to feed and clothe her, she said. She could not say why she had never sent the child to school and had left her instead to do the housework

GARGE

'I had to sleep in the garage at first,' Miss Billings told Cape Herald on Monday. 'Only after somebody had tried to get in through the back door was I allowed to sleep inside — on the floor.

'I did the housework, the cooking and the washing and I wasn't given any time off,' she said, 'and for quite some time I have had to depend on my sister to buy me clothes because Mrs Gentle didn't provide me with any.'

She said that she was staying with her sister and had found a job in Sea Point. 'It's only R30 a month, but at least it's something. At least now I'll be able to take some part-time classes so that I can catch up on my education,' she added.

Servants' quarters rents scandal

294 12/4

CAPE HERALD 23/2/80

PROPERTY owners in coloured areas are cashing in on the shortage of accommodation by charging 'ridiculously high' rents for their 'separate entrances' or 'servants' quarters,' according to a number of people interviewed by Cape Herald.

'They're cashing in on apartheid,' said one young woman.

'We don't mind them making money. After all, this is a capitalistic society, but there is a limit to which one can go.'

'There are flats galore in 'white' areas at rents way below what we are being asked, but obviously we can't go there. Mind you, we have got some friends who live in a white area, but they have to keep themselves very much to themselves and can't entertain their friends as they want to, in case some of their white neighbours discover the position and have them put out.

A Lansdowne man said that though he could afford to buy a house in Mitchell's Plain, 'I can't get a house there because the council's schemes are for people with dependants only.

'The independent young man or woman in our society can't leave home and set up a flat anywhere because of the shortage of flats in the areas in which we can live.'

FIGURES

Cape Herald interviewed a number of people who live in so-called 'separate entrances' or servants' quarters and came up with some interesting figures:

● A 25-year-old Athlone man said it was heart breaking to see how blacks oppressed blacks in the house letting issue.

'I have been living in separate entrances for four years and my main complaint is that the house-owner interferes in one's life.

'I'll remain here only as long as I have to.

● Two girls sharing a 'separate entrance' in Lansdowne complain about their high rent.

'We pay R105 a month for a bedroom, small kitchen, outside toilet and inside bathroom. We share the electricity with the two families in the main section of the house.'

They believed their rent was unreasonable and said that property owners exploited desperate people.

● Two men sharing a 'separate entrance' in Crawford intend leaving due to the high rental.

'We were promised a lease and it never materialised. We feel insecure. We cannot entertain our friends after threats from our landlords about the noise that we make. We feel that we are being imprisoned in this way. We left home because we wanted some independence.'

They now intend renting a house as soon as one becomes available. For less than the R150 they now pay for a kitchenette, a shower-room, and a reasonably sized bed-sitting room.

● Four couples sharing a house, each has its own rooms with a kitchen, but have to share the bathroom and toilet and electricity and water accounts.

'We each pay R45 excluding electricity and water. We do not have any of the usual complaints as most of us have been living together for a few years. We were lucky to obtain the house as many people had applied.

DEPOSITS

One of the general complaints was the matter of deposits. All owners asked for a deposit equal to at least one month's rent, and though this had to be paid with a smile before taking occupation, it was seldom, if ever, paid back with the same smile.

'Always they tell you that the bath has been damaged, or the kitchen tap is broken, or the floor tiles torn, or the built-in cupboard would need painting. Most of the time there would have been no lease signed with the result that the owner keeps you on a string for months — or forever.

'In fact, I'm sure that some of these property-owners make more out of the deposits which they don't pay back than out of the rents of the properties themselves,' said one obviously disgruntled tenant.

One of the things they do to get people out of their houses is to come with unrealistic electricity accounts and, in general, make themselves thoroughly unpopular so that the tenant can go, and he can get another one in — with the accompanying deposit.

Not a single one of the people interviewed wanted to be photographed or in any way identified.

'We're unhappy, but we'd be unhappier if we were put out on the street. So we'll stick around and hope that we can go to a better place than this.

PROFIT

A Lansdowne man who rents out servants' quarters said that he was a businessman, and as such, could and would make a profit.

'I have worked hard to attain my present financial position. People don't realise that we are actually providing a service by giving homes to people who would otherwise be out on the street.

Another man said that he thought that the R65 he asked for a small 'flat' was fair.

In the meantime the Cape Town City Council and the Local Divisional Councils are maintaining a low profile on the matter, probably because they realise that if they were to stick to the letter of the law and put a stop to the multiple letting system, there would be even more people requiring accommodation than is now the case.

STAR 3/3/80

Servants pay up 6 pc, but . . .

294

Domestic servants' wages have risen by six to nine percent, according to a Department of Statistic report, and fewer people are now employing servants.

The average wage paid to a domestic servant on the Witwatersrand is R57,98 a month—the highest average salary in South Africa. In Natal, the average cash wage is R38,50 a month.

The cash wages of black male domestic servants have increased most. Their pay rose by 19 percent in Pretoria (R45,32 cash) and 16 percent on the Witwatersrand (R53,05).

The figures show that, in addition to salaries, domestic servants are paid, in kind, about R30 for food, R15 for accommodation and R6 for other goods.

conditions.

Transkei migrant figures

CAPE TOWN — There were more than half a million Transkeians and half a million Bophuthatswana citizens registered to work in South Africa at the end of June 1978.

In addition, there were 2 655 657 South African blacks employed in industrial undertakings.

These figures have been disclosed in the annual report of the Department of Co-operation and Development.

The report said that of the 500 294 Transkeians working in South Africa, 154 815 were in mining, 71 441 in agriculture, 72 755 in manufacturing, 64 397 in government services and 48 750 in the domestic service.

A total of 1 474 Transkeians had regained their South African citizenship by the end of last year, the Minister, Dr Piet Koornhof, said yesterday.

One application for regaining South African citizenship had been refused so far, though "many others were returned for further motivation", Dr Koornhof said. — PC

STU13-
15036
STUD N

101834
115474
114334
103069
100344
094440
102253V

* TOTAL NUMBER OF STUDENTS 7

DEAN

REGISTRAR (ACADEMIC)

PAGE 1

Durban servants' quarters won't be vetted

NM 12/8/80

294

Mercury Reporter

DURBAN will not be following Pietermaritzburg's lead in checking living conditions for domestic workers, the director of employment services at the Port Natal Administration Board, Mr A J Venter, said yesterday.

He was commenting on the fact that the Drakensberg Administration Board would be phasing in regulations requiring employers to apply for licences to house their servants and that premises would be regularly inspected.

At present no proof is required from a prospective employer that there is suitable quarters for a live-in domestic servant.

Inspect

Mr Venter said: 'Our inspectors do, however, inspect living quarters periodically during the course of their duties.'

Mrs Audrey Cobden, director of the Domestic Workers' Employment Project, said yesterday that while a domestic worker had the right to approach the health authorities with complaints about her quarters, 'how many would actually do so — and risk losing their jobs?'

Mrs Cobden said that, according to DWEP surveys carried out in the Durban area about 60 percent of domestic workers were living in adequate quarters, while the other 40 percent lived in conditions ranging from appalling to not good.

UCT

A servant's lot

IT is disturbing to find how many servants' quarters fall short of even basically acceptable standards — a situation which is neither in the interests of servants nor employers. Indeed one survey has revealed that 40 percent of servants in the Durban area live in conditions ranging from 'appalling to not good'.

The Port Natal authorities may well feel that it would require a formidable inspectorate to enforce such regulations in a city the size of Durban, but that is no sound reason for ignoring the issue altogether. At the very least there should be a reassessment of what constitutes acceptable servants' living quarters in this modern age.

It would require little more than the normal routine inspection of new buildings to ensure that these basic requirements were met. Meanwhile modest improvements and the renovation of old buildings can be accomplished generally at fairly low cost. However the process will never get started until there are regulations — with or without the arm of inspectorates — which require people to act.

In Pietermaritzburg they are doing something meaningful to rectify local shortcomings. The Drakensberg Administration Board plans to phase in regulations requiring employers to apply for licences to house their servants. Moreover, premises will be regularly inspected. Apparently Durban will not be following Pietermaritzburg's example — which is a pity.

STU13-9 EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 80 PAGE 1

13020 BACHELOR OF ARTS YEAR : 2 13020

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL			
1342047	ADAMS	FADLUNESSA	110202	HISTORY II	3	(52)	3	1342047
		MARK LORAINE	104101	ARCHAEOLOGY I	ABS		7	137452E
		ANDREW MICHAEL	107201	ENGLISH II	ABS		1	140746K
		ELSABE-MARIE	003301	SOCIOLOGY III	ABS		7	120414K
			117201	POLITICAL SCIENCE II	ABS			
		JEANINE KAREN	113104	PHILOSOPHY I	2-	(67)	1	1384970
		AIKA	103302	SOCIAL ANTHROPOLOGY II(PRE	F	(48)	7	136110W
		ONJA BRIGITTE	101103	AFR LANG INTENSIVE (XHOSA)	2-	(60)	1	136962X
			115103	ITALIAN INTENSIVE	3	(51)		
		LIZABETH ANN	114218	DRAMA II	F	(46)	1	111207C
		AUREEN DAWN	116101	CULTURAL HISTORY OF W.E. I	ABS		1	113763F
			502107	HISTORY & THEORY OF ART I	ABS			
		ATHERINE MARY	103202	SOCIAL ANTHROPOLOGY I(PRE	12-	(60)	1	137611V
			107201	ENGLISH II	2-	(60)		
		ARIO GUIDO	105105	LATIN ELEMENTARY	UP	(54)	1	113790K
		OLIN ANDREW LINDSAY	004101	PSYCHOLOGY I	3	(58)	1	113526Y
			115104	PHILOSOPHY I	F	(50)		
		EXANDER MARK	105202	LATIN II	2-	(65)	1	134419H
		OXANNE ALETHEA	114201	RELIGIOUS STUDIES II	ABS		1	0967178
		OLLEEN DESIREE	911201	MATHEMATICS IIA M204	2-	(68)	1	139706E
		AROL FRANCISZEK	107201	ENGLISH II	3	(55)	1	133266E
		OZANNE DOROTHY	107201	ENGLISH II	2-	(63)	1	1146920
			114201	RELIGIOUS STUDIES II	2+	(72)		
			115201	FRENCH II	2-	(63)		
		RAHAM	117101	POLITICAL SCIENCE I	F	(47)	1	139615F
		ONARD HENRY	106202	ECONOMICS II	3	(50)	1	1328280
		RLENE RUTH	101103	AFR LANG INTENSIVE (XHOSA)	F	(36)	1	133615J
		ANA EMMA	107101	ENGLISH I (PRE-1980)	3NX		1	133140T
		OUL RASHIED	106202	ECONOMICS II	3	(52)	1	1345461

UCT

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

Domestics call off grievance talks

DOMESTIC workers have called off a meeting tonight with the Green and Sea Point Ratepayers and Residents at which they planned to air grievances.

Miss Maggie Oewies, chairman of the Domestic Workers Association, said today the two groups had failed to agree on an agenda.

In a letter to the DWA, the ratepayers said they had no jurisdiction or authority to debate such issues as wages, overtime pay and sick leave.

Miss Dewles said she saw 'no sense' in having a meeting with the ratepayers if they were content to 'pass the buck' over working conditions.

Mr D C Joubert, chairman of the ratepayers association said today: 'We explained to them that the objectives and aims of our association did not cover the issues raised in their agenda and that we as ratepayers had no jurisdiction or authority to debate these problems.

'We stressed that we had strong support for their proposals, but that our association did not provide a platform for practical discussions on these subjects.

'The ratepayers are prepared to meet Miss Oewies and her association if things like the peaceful occupation of rooms by domestic workers can be discussed.

'We also expressed hopes that things like amenities and the suitability of living quarters could be discussed at the meeting we were supposed to have tonight.

'But what is the use of us discussing working conditions, and other things on their agenda if we have no mandate to do so?

	N							
0-1	0,							
1-4	0,							
5-24	0,							
25-44	0,							
45								
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO.	128	85	26	23	289	164	366	187

STH13-9 EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 80 PAGE 2

15026 B.A./LL.B. YEAR : 2 15026

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL			
133011C	SCHNEITZER	ANTONY GIDEON	604201	ROMAN DUTCH LAW I	2-	(61)	1	133011C
1349658	SMITH	ROBERT TRAVERS	105104	LATIN I	F	(41)	3	1349658
135195B	SMUTS	PETER WEBSTER	603202	ROMAN LAW & JURISPRUDENCE	IUP	(54)	1	1351958
100311J	SNYMAN	GRAHAM THEODORE	603202	ROMAN LAW & JURISPRUDENCE	IUP	(51)	1	100311J
132288R	SONNENBERG	GRAHAM JOHN	604201	ROMAN DUTCH LAW I	UP	(66)	1	132288R
138545T	STRAUSS	JENIFER SUSANNE	105104	LATIN I				
133262A	TEE	RICHARD						
139650U	THOMAS	HELEN C						
101563V	WILLERS	JOHAN M						

* TOTAL NUMBER OF STUDENTS

DEAN

Province may rule on servants

By TONY ROBINSON

THE ADMINISTRATOR, Mr Gene Louw, has asked the City Council to reconsider a by-law — which has been described as draconian — to control the occupation of servants' rooms in the Sea Point area.

He said that if the council failed to pass an acceptable by-law the Province would have to do so.

The by-law, recommended by the Fouche Commission, is considered to be the toughest of the three so far considered and rejected by the City Council.

At a press conference yesterday, Mr Louw said he had discussed the situation with the City Council's executive committee in frank talks which were conducted in a good spirit.

Many illegal residents

There was a problem in the area and he had received many complaints. According to the Fouche Commission, there should be 9 000 "legal" servants in Sea Point, but it was estimated that there were between 20 000 and 30 000 people living in servants' quarters.

The Minister of Community Development, Mr S J Marais Steyn, had now asked him to implement the Fouche Commission by-law.

Mr Louw said that three sets of by-laws had been suggested to the council by the Fouche Commission, the City Council's Sonnenberg Commission and the Green and Sea Point Ratepayers. All the by-laws had been rejected.

He had told the council he would prefer them to pass the by-law, even in a revised form which was acceptable to the Province. If they did not, the Province would do so and compel the City to implement it.

To deal with any problem

Mr Louw said the City Council's executive committee asked for a short postponement to consider the matter. He wanted the matter to be considered by the City Council at its monthly meeting next Thursday.

In November last year Dr John Sonnenberg asked the council to pass the mild by-law recommended by his commission as it would enable the police to deal with any problems in servants' quarters.

He warned councillors that if they did not do so a draconian by-law drawn up by the Department of Community Development would be forced on the council. This by-law, with its permits and licences, would have the effect of a pass system for coloured servants.

A mother's fight for survival

Mrs Maria Aphane maybe just another face in the crowd, but not an unfamiliar one. Her fate is echoed thousands of times across the land.

The law that means starvation in a land hungry for justice

She could land in jail

★ From Page 2

their hearts and minds have been won into support of South Africa's brand of "Free enterprise."

"Perhaps Maria will just die."

Maria's entire life has always been threatened by the influx control laws. Her husband, who divorced her, was a migrant labourer.

It is presumed that because, like so many migrant workers, he could not bring her to the place where he worked, he had formed a relationship with another woman in town and fathered more children.

In 1969 she came to Johannesburg to find employment. She could not be registered in legal employment because there had been an embargo on the en- of women into the towns for many years.

A woman had to prove that she had been in Johannesburg before March 10, 1959.

However, there were a lot of employers who would not fuss about employing an illegal worker. So Maria worked as an illegal for more than 10 years.

28/3/80

Her father had been a farmer in QwaQwa. His earnings from the farm and the money Maria sent back home was enough for her parents and four children to survive.

But when her parents were uprooted from where they lived — resettled to a smaller area — her father was forced to sell all his animals because there would be no grazing land for them, and people are not allowed to keep livestock in settlements.

He did not get a lot of money — because he was forced to sell, he had to take what was offered. Maria's salary became the only means of survival.

There is no way of establishing how many more Marias there are. The Black Sash says there are thousands.

When Mrs Maria Aphane, a domestic worker, demanded her rights, her employer fired her. She went to the Black Sash advice office for help, but there was nothing that could be done, as her employer was protected by the influx control laws. MAUD MOTANYANE reports.

BECAUSE she had been registered by her employer under the Government's moratorium, which allowed illegal workers to be registered, Maria thought that she was safe.

She did not realise that her "safety" was limited to the period she was employed with that particular employer and as long as she was on good terms with her.

What she also did not realise was how vulnerable she was — her employer could kick her out any time she wanted and could abuse her as much as she wanted. And this is in fact what happened.

Her employer had had to pay R18 for Maria's registration to the West Rand Administration Board. Maria was asked to pay this money back and she did.

She had never been paid for working for this particular employer. Her work was rent for the room she lived in in her employer's backyard.

Thinking that she was now secure, she demanded that she be paid. She was fired on the spot.

The other employers she had worked for part-time before the moratorium could not register her. The moratorium had ended and they could not risk being fined R500 or locked away in jail for three months.

Maria went to the Black Sash advice office but there was nothing the organisation could do for her.

"She walked out of the advice office helplessly, to join the thousands of other voiceless and faceless people who are victims of the pass laws. She had lost all her livelihood including all hope for the future," says Mrs Sheena Duncan, the advice office director.

Maria "belonged" to the homelands and the influx control laws sent her right back there "to face starvation".

Maria and her children could eat tomorrow if she could be allowed to continue to earn her living.

"But because she is a black South African, she is not permitted to do so. The colour of her skin is the only reason for her hunger and her terror of what might happen to her children in the future," says the Black Sash.

Maria's story illustrates how blacks, especially those from the homelands are caught up in the web of influx control laws and how the Riekert Commission has succeeded in making these laws tighter and more efficient.

There is no legal option open for Maria except to go back to the homeland Qwa-Qwa. What options are left for her are illegal, and could land her in jail, leaving her children to starve.

"Nobody knows where she is now, but she might have gone home to sit and rot with her parents and children.

"She might be begging, she might be a prostitute.

"Perhaps in desperation her children will leave the country to join the liberation army. One could hardly expect that

★ To Page 3

23/8/80

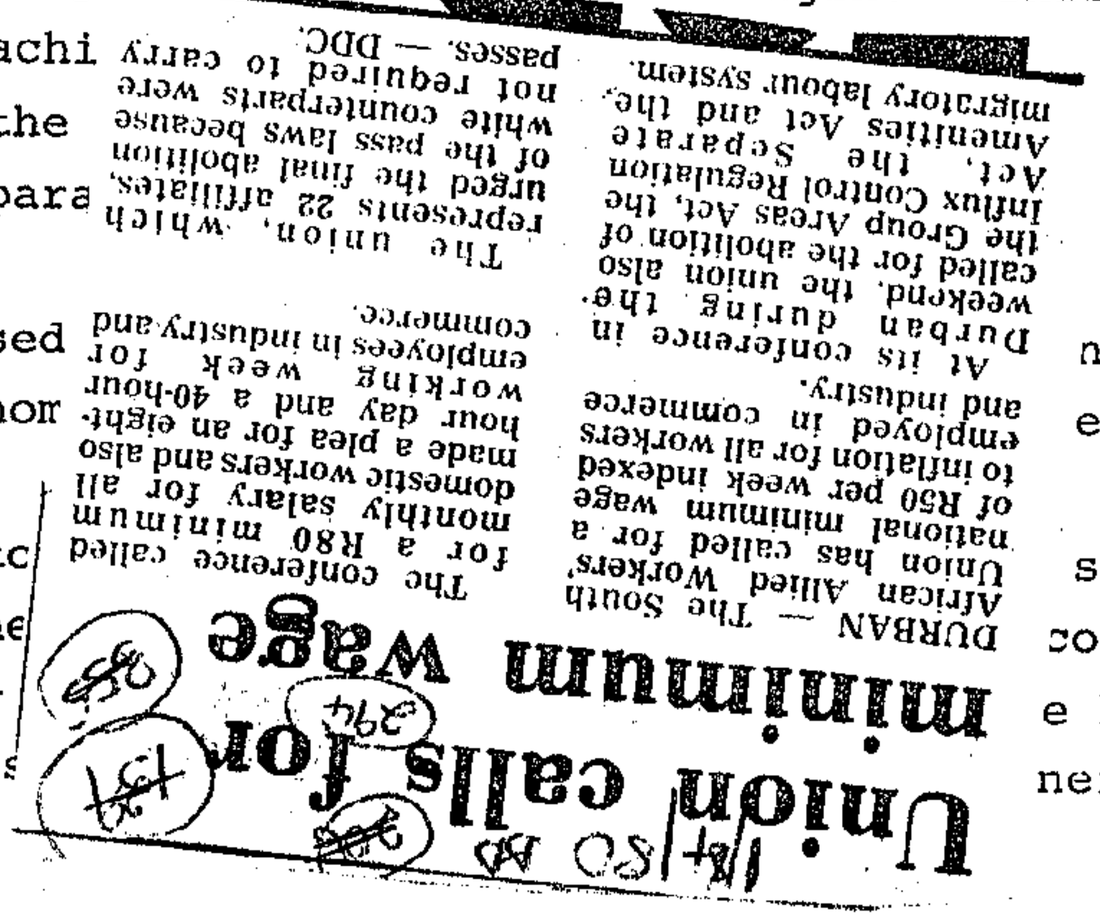
Building and construction industries

Low skill job opportunities have been created successfully in building and construction. These opportunities are often however overlooked by governments who are overwhelmed by the technical efficiency of modern technology; they tend to see housing as a poor investment financially; trade unions resistance, furthermore frustrate the use of this key factor for solving urban unemployment i.e. by excluding unskilled and semi-skilled labour from tasks which they could perform quite effectively. The labour unions enforcement of rises in wage levels and other service benefits against the background of lower labour productivity tends to elevate costs to levels at which market resistance is definitely encountered; so much so that housing inevitably becomes part of the social responsibilities that have to be borne partly or wholly by the public sector.

Even in developing countries where the activity structure is not so strictly formalised, governments and their advisors often underestimate the economic potential of housing. Exploitation of this potential presupposes however that the normally applicable strict prescripts relating to employment, materials and methods be revised, enabling entry of builders with limited capital equipment; trade skills needed are relatively low; training programmes are short; and material inp[illegible] of local origin. This explains the success achi[illegible] loured builders in the [illegible] utput is still compara[illegible]

In any proposed [illegible] nt potential of the hom[illegible] eration.

One hastens to [illegible] should not be based on ne[illegible] cored by a sufficiency [illegible] e beneficiaries to jus[illegible] nefits provided.



Union calls for minimum wage

DURBAN — The South African Allied Workers' Union has called for a national minimum wage of R50 per week indexed to inflation for all workers employed in commerce and industry.

At its conference in Durban during the weekend, the union also called for the abolition of the Group Areas Act, the influx Control Regulation Act, the Separate Amenities Act and the migratory labour system.

The union, which represents 22 affiliates, urged the final abolition of the pass laws because white counterparts were not required to carry passes — DDC.

The conference called for a R80 minimum monthly salary for all domestic workers and also made a plea for an eight-hour day and a 40-hour working week for employees in industry and commerce.

lay, April 27, 1980

Domestic workers: all the skills and a contribution to the nation's wealth — but paid a pittance

294

S. Post (New Living)
27/4/80

The domestic worker . . . skilled but unrecognised.

A DOMESTIC worker might not be directly involved in the economic growth of the country but she certainly makes it possible for millions of other people to contribute to the economy with fewer domestic headaches.

And in this country being a domestic worker often means having more than your share of headaches. While the domestic worker may be finding it difficult to cope with her own problems as a housewife she is duty bound to cope with those of her employer.

Duties vary and it's common to find one employee being expected to be everything at one time. While travelling to and from work everyday might make a dent in her low salary, living in might mean being on call for 24 hours.

Mrs X has been with her employers now for five years and she only gets R50 a month. Her duties include cleaning, cooking, washing and ironing, running errands and taking telephone messages. She works from 6 am to 8 pm with an hour's lunch and two tea breaks of half an hour each.

"I also get a day off every Thursday but not before I have made the beds, emptied the ashtrays, dusted the furniture and prepared breakfast for the children," she said.

Mrs X, a divorcee, has two school-going children who stay with her mother in Zululand. She sends them R40 every month for food, clothes and medical expenses. The rest is pocket money to see her through until she gets paid again.

"I have cut my expenses down for I believe my children need the money much more than I do. At least my employers buy me a bag of mealie-meal and some meat," she said.

Mrs X's room is tiny with a chair, an elevated single bed, a small table, which serves as a dressing table and as a kitchen cupboard and a portable radio.

"I bought most of my furniture second hand and paid off from my pocket money," she said.

Mrs X is learning to drive but would not

The domestic worker remains one of the worst underdogs in the labour market. MATHILDA MASIPA reports on a king-pin job with few rewards.

like her employers to find out.

"They might fire me if they found out. I'd rather leave when I know I have another job," she said.

But there are others who despite their skill and education have little hope of getting another job once they've lost their present one.

Mrs V had come to the Black Sash office for help when I met her. She had lost her job early that morning after coming to work a quarter of an hour late. Her employer had simply told her: "Go and look for another job."

And she would probably have done that had she had the power to do so. Instead she was pleading: "Please, I want my job back."

Being originally from the Transkei she had been registered during the moratorium period last year and she knew that losing her job might mean an endorsement out of Johannesburg and perhaps even inevitable starvation. And if she does get her job back she will stay on, exploitation or not.

The fact that none of the limited legislation protecting the black worker applies to a domestic worker makes it hard to imagine that the domestic worker might get a fair deal one day. The employer decides on working hours, conditions and wages without fear of interference from the law.

The result is 30 to 40 years of faithful service for one family while the worker moves down from employer, his children and possibly even his grandchildren may easily turn out to be wasted years. And because close ties with the family may have given the worker a false sense of security a worker who suddenly finds herself in retirement without a pension fund may feel very bitter.

Mr Pauline Lipson of the Legal Aid Bureau believes that it is not always the employer's meanness which is responsible for the present state of affairs.

"In most cases by the time the worker retires the financial circumstances of the family have changed so much that it is not possible to help the ex-worker. The employer might be widowed and might have very little income. But the saddest thing is that the worker might

• To Page 3

Getting it all ready — for others

Board creating criminals, says employer

S-TAK 2/5/80 (294) 296 ~~296~~

By Sieg Hannig

A Johannesburg woman who was forced to dismiss an "illegal" servant has waited in vain for about a month for a replacement through the West Rand Administration Board.

"Either the authorities are not doing their job or they are lying about the extent of unemployment," said Mrs Dulcie Biller of Fairland.

After dismissing her servant, she called the Polly Street office of the board to get a new servant as well as two waitresses for her coffee bar in Randburg's Cresta Centre.

"Not one of the 'million unemployed' turned up," she said.

Mrs Biller said she needed the servant for her aged husband who was recovering from an operation, was blind in one eye and had 30 percent vision in the other.

She found a reliable and intelligent woman with good references, one she could trust to take care of her husband all day while she was at her coffee bar.

But the board gave her only one month to keep the unregistered woman. An appeal to the Commissioner of the Department of Co-operation and Development failed — in spite of newspaper reports that the rules allowed for registration on compassionate grounds.

Even a doctor's letter made no difference.

The dismissed servant, a mother of a young child, came from Brits where she earned no more than R25 a month when she was not unemployed.

"This is what drove her to Johannesburg," Mrs Biller said.

"The authorities have created yet another criminal." Mrs Biller said.

Her husband now is in the care of a coloured woman from Mrs Biller's parental farm in the Cape.

The two jobs for waitresses have been filled by women obtained by word of mouth.

And Mrs Biller sees no point in approaching the West Rand Administration Board for work seekers to fill a new vacancy for a maid in her business.

Anybody who wants the job can telephone her at 678-7179 during office hours.

A spokesman for the board said: "There is unemployment in the Johannesburg area.

"These kinds of jobs are normally filled very easily. Possibly lack of public transport discouraged Sowetans from applying for these jobs."

The Chief Commissioner for the Witwatersrand, Mr P A van Heerden, said he dealt with cases of registration of unregistered workers on compassionate grounds daily.

Before becoming aware of the servant's dismissal, he invited Mrs Biller, through The Star, to approach him personally to see what could be done.

Mr van Heerden resented Mrs Biller's claim that the authorities had created yet another criminal.

"We acted in terms of the law," he said.

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(294) DDM 16/5/80.

E Cape under fire on plight of domestics

By ARNOLD GEYER

THE Eastern Cape — South Africa's "settler country" — harbours the crudest exploitation of domestic servants, some of whom are paid only R4 a month, says a report published this week.

And many servants in the region work more than 12 hours a day, seven days of the week.

This emerges from the first major study on domestic service, a 400-page report called "Maids and Madams — a Study in the Politics of Exploitation", conducted by Ms Jacklyn Cock, sociology lecturer at Rhodes University, and published by Ravan Press.

The study, conducted over the past three years, analyses the situation of South Africa's nearly 1-million domestic workers, focusing mainly on the Eastern Cape — where "the crudest and most hidden expression of inequality and exploitation is to be found".

"This study is an indictment of the liberal mentality which asserts the humanity of Africans, only to deny the human needs and feelings of African servants," Ms Cock said.

The vast majority of employers interviewed said their domestic workers were "well treated".

Domestic service constituted the largest single source of employment for black women after agriculture and comprised a group of ultra-cheap and ultra-exploited labour, she said.

"These totally vulnerable and powerless black women are trapped within a tightly woven structure of constraints — a condition of subjugation and immobility."

Their exploitation was evidenced by deprivation of family life, extremely long and unreasonable working hours, a lack of time to pursue social and leisure interests of their own choosing, no negotiated wages, unfavourable working conditions and the legal ban on renting or purchasing accommodation in a chosen place of their choice.

Their plight was further characterised by their not being able to sell their labour in the place of their choice, bad and disrespectful treatment from employers, no acknowledgement of the dignity and importance of their labour, no legal protection, no membership in an effective worker organisation, no effective bargaining power and no regular paid leave.

For the rural areas in the Eastern Cape the study quoted the average wage paid to full-time workers as R11,35 a month and said 82% of the workers earned R13 or less.

Their average working week was 73 hours, 99,9% worked more than 48 hours a week — and almost a third of the women worked a seven-day week. And 83% had to work on public holidays, while 23% were given no annual holiday.

Only 40% of those who were given annual leave were paid during this period.

Wages for domestic workers in the Eastern Cape as a whole ranged from R4 to R60. Full-time workers received an average wage of R22,77 a month and almost three-quarters of them earned under R30 a month.

Payment in kind was generally of a "haphazard nature" and far lower than it was commonly believed to be.

Almost half of the women interviewed received no meat at all.

In the Eastern Cape — rural and urban areas — fulltime servants worked an average of 61 hours per week — the hours ranged from 40 to 85 hours per week, with 77,7% working more than 48 hours a week.

In 86% of the cases food was rationed — 80% received "servants" rations and only 18% the same food as their employers.

Ms Cock said as there was no protective Government legislation stipulating these women's minimum wages, hours of work and conditions of service, "domestic workers existed in a legal vacuum".

Most were driven into wage labour by the need to support their families, she said.

"The lack of education opportunities and employment alternatives, coupled with influx control legislation restricting the movement of black workers, all combine to trap black women generally, and in the Eastern Cape most specifically, in domestic service," Ms Cock said.

DOMESTICS (294) FM 23/5/80

Dickensian lot

The worsening lot of SA's domestic servants has been highlighted by the SA Council of Churches' Domestic Women's Project (DWP) director, Deborah Mabiletsa, and Joyce Harris of the Black Sash.

Mabiletsa explained to the *FM*: "Domestics have no conditions of service, and there is no law governing the employment of this group although they make up the highest proportion (60%) of gainfully employed black women in SA."

Among their hardships are low pay and influx control laws, whose provisions mean also that domestics are at their employer's mercy.

Financial Mail May 23 1980

According to Mabiletsa, domestic workers, who she estimates numbered some 1,2m, were a "special type of labour force," requiring special attention. To this end she hoped the Wiehahn Commission, to which DWP submitted a memorandum last year, would recommend some form of contract of service and other "fringe benefits," like sick leave and notice provisions.

In a recent, major sociological study published by Ravan Press (*Maids and Madams*, by Jacklyn Cock), detailed analysis and description of the role of domestics and their position as "ultra-cheap, ultra-exploited" workers, is provided.

Based mainly on a survey of domestics in the Eastern Cape — whose position is worse than average — the study shows how "domestic servants are very largely trapped workers. They are trapped in a condition of subjugation, inferiority and immobility." According to Cock: "This condition of ultra-exploitation is broadly congruent with the class interests of the dominant property-owning classes."

Yet domestic servants enable housewives to pursue careers, and in cases where they are not the sole breadwinner of their families, provide a crucial supplement to the family income.

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Pat was ready to go to jail

Mrs Pat van Rensburg, MPC for Randburg, had her cases packed today, ready to go to jail.

She told a Randburg magistrate, Mr B van der Merwe, in a typed statement: "If I am found guilty of having my servant's baby illegally on my property, I will not pay a fine but elect to serve a prison sentence instead.

"I am no longer prepared to merely criticise the wickedness of apartheid, the system that callously separates mothers and babies, husbands and wives."

But Mr van der Merwe did not wish to hear her full statement.

"Thank you," he said, as she began weeping, "the court finds you guilty as charged. You are cautioned and discharged."

Domestic workers' plight 'is worse'

294
RDM
13/5/80

By ARNOLD GEYER

THE plight of domestic workers — the first victims of unemployment — had worsened drastically over the past five years, Mrs Deborah Mabiletsa, director of the South African Council of Churches' (SACC) Women's Desk, said yesterday.

And Mrs Joyce Harris, national president of the Black Sash, says all hopes that their situation would improve have been dashed by the Government's consistent refusal to include them in any protective legislation.

On average, employers still pay wages far below any set "poverty datum line".

In the annual report of the SACC's programmes on domestic workers and the legal status of black women, Mrs Mabiletsa writes that, compared to 1975:

- Domestics, one of the most exploited labour groups in South Africa, are hit harder today because of rising unemployment and inflation;
- Their plight has become so bad that church bodies have decided to make it one of their priorities;
- The SACC's consultative service for domestics had noted a drastic increase in the number of assaults by employers and problems arising from bad working conditions;
- The absence of legislation to cover domestics, in many cases the sole bread-winners in their families, was still one of the major obstacles in improving their situation;
- In August, 1978, the Wiehahn Commission of Inquiry into labour legislation was asked to introduce a separate law for domestics, but in the final report no mention was made of women — let alone domestics.

"So, in fact, their situation has not improved over the last five years — it has become worse," said Mrs Mabiletsa.

Mrs Harris said the women were still totally "at the disposal of their employers" and were, because of massive unemployment, prepared to take on any work for almost no pay. "Their plight is so bad, that almost nothing can make it worse."

Both the SACC and the Black Sash have called for the full legal status for all black women over the age of 21, marriages according to common law, property and succession rights and the right to buy and own land regardless of their marital status.

(To be boxed)

The report of the Cillie Commission published in late February criticised Bantu education officials for their intransigent response to the 1976 Soweto school crisis: 'the officials believed that there were agitators behind all the rebelliousness ... they did not realise that the scholars were so dissatisfied they could easily become riotous'.

Domestic workers as an exploited class

CAPE TIMES 28/5/80 (294)

Maids and Madams. By Jacklyn Cock (Ravan Press).

DOMESTIC SERVICE constitutes one of the largest sources of employment for black women in South Africa and domestic workers are among the most exploited groups in a society marked by extreme inequality.

The social inequality is generated along three lines — class, race and sex — in each of which black women find themselves on the losing side.

Such is the introduction to Jacklyn Cock's study of domestic workers in the Eastern Cape. Herself a product of white middle-class Settler stock, she accepts that her findings will provoke controversy and compares herself to someone who has "brought his own hide to market and now has nothing to expect but a tanning".

Denunciation

If she errs in this expectation, it will be on the side of understatement — her work is a powerful denunciation of ingrained white insensitivity, greed and sexism, imported full-blown to the Eastern Cape with the first Settlers and nurtured since in self-righteous isolation.

She is at pains to show that not only the maids but also their madams are victims of the system, but in doing so it becomes clear that the lot of the servant is infinitely more deprived than that of her employer.

At one point the survey is described as a "study in guilt and fear". The fear was expressed largely by the domestic workers who dreaded repercussions from employers, and the guilt appeared in the responses of employers.

The argument is advanced in three sections. The first describes the situation of domestic workers in contemporary South Africa and in particular a random sample of 225 in the Settler triangle of the Eastern Cape. The second is an historical overview giving the roots of exploitation in the treatment of servants by the early European settlers, followed by an analysis of the structures which have created the ultra-exploitability of domestic labour.

In cool academic language it reveals a horror story of a group of virtual slaves deprived of family life, of reasonable working hours, of time to pursue social and leisure interests, of a negotiated wage, of favourable working conditions, of the ability to buy or rent accommodation in a chosen place, of the right to sell their labour in the place of their choice, of respectful treatment, personal dignity, legal protection, paid leave, and effective organized bargaining power.

All these deprivations vary from employer to employer and from place to place, says the author, but "exist in an extreme form in the Eastern Cape".

The cases studied showed earnings ranging from R4 to R60 a month for full-time servants working from 40 to 85 hours a week, with the average being 61 hours a week. Almost three-quarters of the sample earned less than R30 a month, at a time when the minimum subsistence wage was calculated at approximately R105,06 a month.

Worse still, when the rural areas are taken separately, it could be shown that the average wage was R11,35 a month for an average working week of 73 hours. One in three worked a seven-day week. Eighty-three percent had to work on public holidays and 23 percent were given no annual leave. Only four out of 10 were paid for their holidays.

The analysis argues that domestic workers play a major role in the production of labour power in the double sense of being responsible for the reproduction of both their own families and those of the dominant class. In this way they are an important element in the indirect production of surplus value for capital.

The employment of domestic workers releases white housewives for comparatively highly paid service jobs in commerce and industry. The housewife so employed earns a salary many times that of her servant. With the surplus the wife can then accumulate petty capital and consume luxury goods. In this sense the employed white woman is herself directly involved in the extraction of surplus value from her domestic worker.

A sense of foreboding appears in the outline of servants' attitudes to their employers. "Many domestics adopt a mask of deference as a protective disguise. This enables them to conform to employer expectations and shield their real feelings. Domestic servants are not deferential workers but trapped workers."

The study maintains that as a variant of capitalism the South African system is not unique but it is perhaps uniquely vicious in its degree of exploitation and repression.

"Black workers in South Africa generally are among the most regimented labour forces in the world. Ultimately, the problems of domestic servants are generated by a system which does not operate in their interests."

Pointing out that while perhaps the Eastern Cape could be regarded as South Africa's "Deep South", the author says there is a sense in which the institution of domestic service itself constitutes apartheid's Deep South "in that it is the crudest expression of inequality in this society".

Published in paperback, the book gives comprehensive footnotes for each chapter, sensibly located in an appendix which also contains the interview schedules and a very full bibliography.

Bob Molloy

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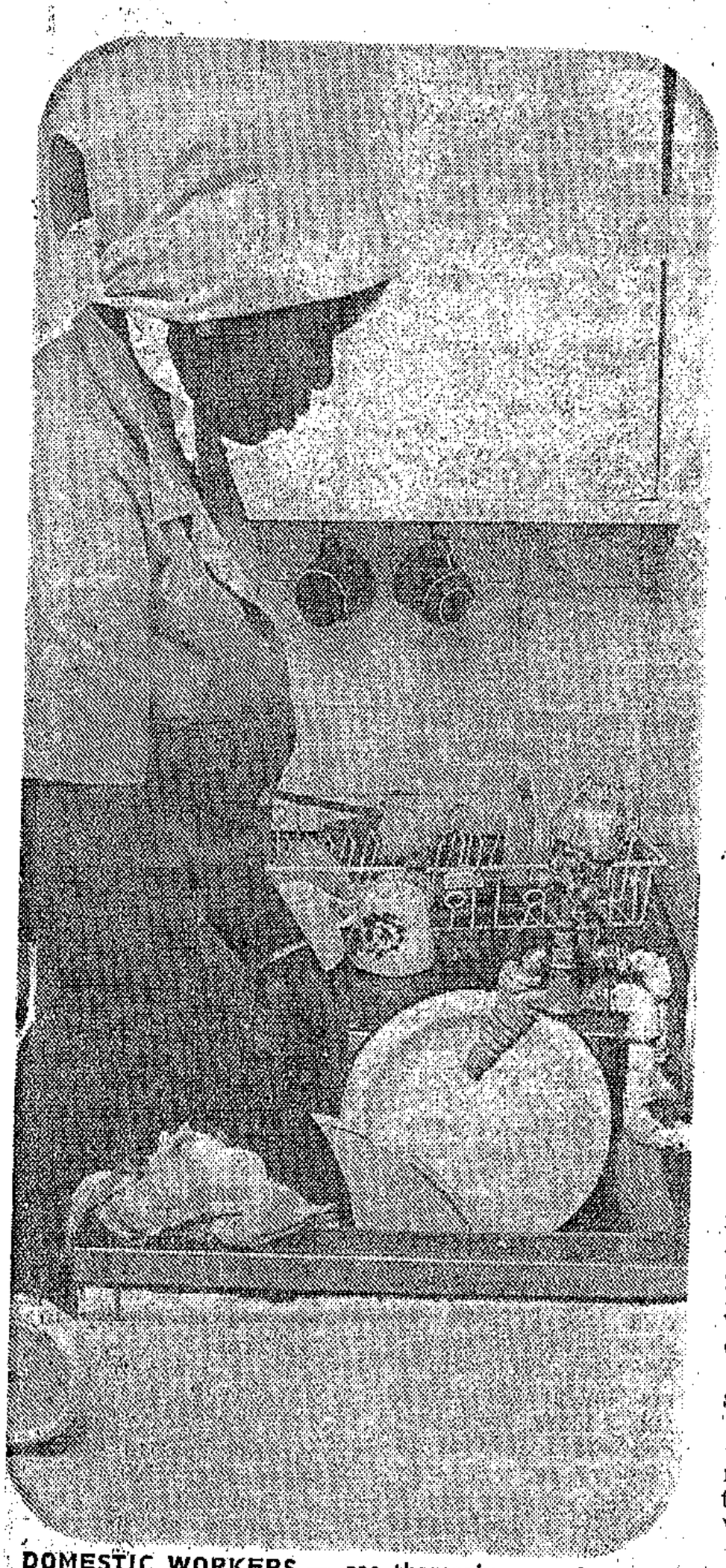
29/05/80

Of maids



DOMESTIC WORKERS — see themselves as slaves no matter how much the madams maintain they're "one of the family."

If Ms Jacklyn Cock's ears aren't burning today, it will be a miracle.

Her 410-page mouthful entitled "Maids & Madams," out this week, raised the putu pot lid on domestic servant-employer relations in the snobby Eastern Province.

It's the first study of what maids really think of their madams and vice versa.

Wow! Servants see themselves as slaves no matter how much the madams stoutly maintain that they're "one of the family."

There are almost 800 000 black women domestic workers in this country, although the book is based on only 225 interviews done over the last three years — 50 with employers and 175 with servants.

All the workers in the sample had children and none want them to become domestic workers.

Nobengazi Mary Kota, a Xhosa speaking part-time domestic worker interviewed the black workers, while Ms Cock tackled the white women.

So now it's all out and Settler country is seething about the revelations of shocking pay — three-quarters of full-time female domestics in the survey earn less than R30 a month — work long hours, up to 85 hours a week, and are given little or no holidays.

And let's not kid ourselves about that masklike deferential approach.

"Domestic workers are not deferential workers, they are trapped workers," says Ms Cock.

She maintains they are subject to ultra-exploitation, a statement stressed in the subtitle of the book — "A study in the politics of exploitation."

"They are deprived of a negotiated wage, of reasonable working hours and of family and social

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and madams . . .

A shock sociological assessment on black/white madam/maid relationships in the Eastern Cape is making the teacups rattle in settler country writes LUCY GOUGH BERGER, who interviewed Jacklyn Cock, author of "Maids and Madams."

life. They are also denied favourable working conditions, respectful treatment and any acknowledgement of the dignity of their labour, as well as specific legal protection, membership in an effective worker organisation and effective bargaining power."

Madams themselves as unpaid servants are seen by Ms Cock (Jackie to her friends) as victims of the social order, except that they are in a position to escape from domestic drudgery by employing cheap black labour.

The field work for the survey says Ms Cock, developed into a study of guilt and fear. The fear was expressed largely by the domestics, several of whom refused to be interviewed at work without their employers' permission, if at all. Guilt was expressed in the response of several employers.

BIG DIFFICULTY

When she first attempted the survey, Ms Cock introduced herself as an investigator into the situation of domestic servants. The refusal rate was 25 percent.

However, when she changed her approach to "a study of the position of women and the organisation of the home," she had more success.

The greatest difficulty however was to arrange interviews with the workers without the employers' knowledge.

What triggered off Ms Cock's research?

"Being a feminist and realising that a lot of feminist analysis overseas does not apply here, I felt that domestic service is the main interaction between black and white women in South Africa.

"Here we have white women directly exploiting black women — a challenge to any notion of sisterhood."

Her interviews had to take second place to her schedule as sociology lecturer at Rhodes University. Getting the book together took nine months during which she got up at 6 am and worked two hours before leaving for her job. She also worked right through university vacs.

JACKLYN COCK — madams, as unpaid servants, are also seen as victims of the social order.

So how do the Eastern Province madams regard her now?

"With hatred," she says cheerfully.

"It's hard on my mother, who is getting a lot of flak. She also thinks I'm crazy. I haven't heard from the women I interviewed, but I have spoken extensively on the subject over the last 18 months and there's been a lot of antagonism.

"I tried to write sympathetically about madams because I see myself as part of this problem, and I don't want to make harsh judgments. I simply want to raise questions for individual employers.

"I was brought up by nannies in Kimberley where we had six servants.

"When I went to teach in a black school in Botswana for five years in my mid-twenties I had never used an iron and literally couldn't boil an egg.

"There were several different nationalities among the teachers and I began to realise how feeble we are as white South African women.

"We took turns in doing the housework in our quarters and while everyone else had skills I felt so feeble and soft and that got me."

Thirty-eight-year-old Jackie lives alone in a small Grahamstown settlers home which is a national monument

She employs a char, half a day once a week, paying her R8 for cleaning, washing and ironing.

"I think she likes polishing the yellowwood floors but I'd be hopeless at telling her what to do."

Jackie makes lunch for both which now poses a problem in that she recently became a vegetarian whereas her maid prefers meat.

They eat separately. What impact has the survey made on her personally? "I was horrified. Things were far worse that I had ever expected. But I was surprised at the insight, understanding and strength of the black women. They coped with so much.

"I was also shocked about the wages. I knew they were low — especially on the farms, and it's not only with domestic workers. One tractor driver earned R6 a month. The argument of payment in kind, she maintains, is a myth, because it is haphazard and workers cannot depend on it.

So how can domestics improve their drab lives?

Mrs Cock feels centres of concern have something to offer, together with bulk buying shared between black households.

"What I did come to realise though is that the problems of domestic servants are the problems of black women in general. Ultimately, the problems are structural political ones.

"Major black change cannot come while the blacks are so powerless, vulnerable and exploitable under the present system.

"Domestic service reflects just part of a much, much wider problem."

● "Maids Madams" (Ravan Press) is available from leading bookshops, at R8,50.

Pat stands alone

Pat van Rensburg's defiance of the law which says her maid's baby must go to the homelands is not supported by the wives of some of her fellow Randburg councillors, reports MOLLY HARDING.

KARIKE KEUZENKAMP — "if it is the law, you must uphold it."

FREDA VAN ROOYEN — "someone has got to think of a solution."

The case of the Transvaal Provincial Councillor who would have gone to jail on behalf of a little black scrap of humanity is touching the hearts of women in Johannesburg.

Mrs Pat van Rensburg of Randburg was found guilty last week of keeping her maid's baby on her premises contrary to the law. She defied the "heartless, wicked laws that separate mother from baby, and both of them from the father, in this country," and said she would pay no fine, but would go to jail instead.

The court pulled the rug from under her protestations by discharging her without a fine. Now she's awaiting further notice from the court concerning a possible jail term.

Defiance

But she still has no intention of abiding by the law, a defiance that is not supported by the wives of some of her fellow Randburg councillors.

The Star talked to some of the wives of National Party councillors to see what they would have done in Mrs van Rensburg's situation. All insisted they would have abided by the law.

Mrs Thys Sutherland said her maid went home every weekend, so she had no problem. "I know what I'd do in that situation, though I don't care to say it in public." Her tone was clearly sympathetic.

Mrs Jannie Serfontein had a similar situation a couple of years ago when she hired a maid and found after two months she was pregnant.

"She was a very good girl and she had a bad situation at home, so I couldn't send her there, it wouldn't have been humane. She had her baby at Baragwanath and brought the baby back here. We kept it until it could walk, about nine months old, then she sent it home to her grandmother to be looked after. She (the grandmother) was too old really, but we couldn't do anything else.

"I never got fined, but if I had been fined and told she must go, I wouldn't have defied them."

Mrs Ernest Pienaar didn't comment, while another councillor's wife suggested Mrs van Rensburg had done the whole thing as a publicity stunt.

"It's the law"

Mrs Olaus van Zyl, known also as Karike Keuzenkamp, the television personality, said it really didn't matter how anyone felt about the baby being separated from its mother. "If it's the law you must uphold it. There would be no influx control at all without these laws and it could be a very bad situation."

Miss Keuzenkamp also suggested that women normally don't take their babies to work and couldn't see any difference when it came to domestic workers.

The whole aspect of black mothers and their babies was a difficult one, said Freda van Rooyen, head of Kontak, the Afrikaans women's organisation.

"Practically speaking, a girl can't do a proper job with a baby strapped to her back. But I think when a mother has a small baby she should have it with her, for both their sakes.

"Someone has got to think of a solution. Perhaps we should think of establishing play centres in certain areas."

Mrs van Rensburg said she felt that if a servant was a valued friend and member of the household, putting up with the slight inconvenience of having a new baby around was part of being human.

Freda van Rooyen also said a baby is allowed to visit its mother for 72 hours at a time, which the West Rand Administration Board confirmed.

After trying for 15 minutes and getting referred to three different numbers — and STILL no one would tell me, I telephoned Randburg labour centre.

There, I was told that my maid's baby could visit her and live on my premises for 72 hours at a time, but do you realise how short a time that is?" I was asked.

I suggested that if the baby came to Soweto or Alexandra Township then to my home for the 72 hours and back to Soweto would that be within the regulations.

Yes, that would be fine, was the reply.

"A wicked situation," said Mrs van Rensburg.

"What other country in this world would require a tiny baby to be sent away from its mother like that?"

Domestics grossly underpaid

By VERA BELJAKOVA

FULL-TIME living-in domestics and male servants in white households have decreased since last year, according to Markinor, the Marketing Information Organisation.

These have been replaced by part-time servants not living on the households' properties.

There is also a trend away from employing full-time male servants, many of whom have been replaced by a part-time female servant.

This trend is likely to continue says Markinor, which has just updated its domestic servants survey.

Also, although the income of both full-time and part-time servants has increased by 5% and 6% respectively, this is well below the increase in inflation, which now runs at 14% a year.

● To Back Page

Domestics are grossly underpaid

● From Page 1

The results, however, show that households with servants, and particularly with part-time domestics, will now increase . . . possibly due to the recent economic boom.

In 1978 and 1979, one-third of all white South African households made do without a servant. Now 30% manage without domestic help.

No changes, though, have been registered for part-time live-in servants — 1% of households employ a male and 3% a female part-time servant.

A breakdown of South Africa's white households shows:

● Full-time live-in males — 5% for 1980; 6% for 1979; 8% for 1978

● Full-time live-in female is — 25% for 1980; 25% for 1979; 26% for 1978

● Full-time males living out — 1% for 1980; 1% for 1979; 2% for 1978

● Full time females living out — 14% in 1980; 12% for 1979; 13% for 1978

● Part-time live-in males — remains 1% since 1978

● Part-time live-in females — remains 3% since 1978

● Part-time males living out — 14% for 1980; 11% for 1979; 10% for 1978

● Part-time females living out — 28% for 1980; 26% for 1979; 23% for 1978

Despite recommendations on acceptable wages for domestics the average income for a full-time servant remains a low R39 — a mere R4 increase of the monthly wage paid in 1978.

Daily wages for domestics remain equally low at R3,40 in 1980 — or a 60c increase on 1978.

Monica Fairall looks at a study of the politics of exploitation

MAID TO SUFFER!

WHITE mistress . . . 'ack servant.

This relationship exists in hundreds of thousands of South African homes today, and probably provides the only significant contact ..ross the colour bar that ''e employing white family xperiences.

It is a point of contact where the "baas" and "missus" endorse or contradict the legislated second-lass status for blacks. It a situation where the children in the home absorb their parents' values and attitudes to blacks. Yet far from being an exploratory, mutually enlightening chan-el of communication, it is relationship riddled with ear, guilt, hostility and a depressing lack of humanity.

This is made clear in an in-depth study by Rhodes University sociologist Jack-yn Cock titled MAIDS AND MADAMS (published by Ravan Press). In a sample comprising 175 domestic servants and 50 employers in the Eastern Cape (an area with a generally high standard of living for whites), Ms Cock and her researchers unearthed chilling facts about work conditions and mistress/servant attitudes.

Talking to the interviewees, Ms Cock found a mine of guilt and fear: the former from the employers, many of whom were hostile and unco-operative with some denying they had servants; the latter from the workers who feared repercussions from their employers. Many of the mistresses would be shocked at the gap between reality and what they think is an adequate mistress-servant relationship.

The worst grievance to emerge was that of poor wages. In 225 households, they ranged from R4 (two cases) to R60 (one case) a month. For a working week of at least 40 hours, the average monthly pay was R22,47. Interestingly, the average calculated from the employers' answers was higher: R24,62 per month.

"Although the majority of employers I interviewed claim to be Christian, and belong to a church, few pay their domestic servants a living, let alone a just wage," Ms Cock writes.

One woman was earning R30 a month after 17 years service. In another case, a worker had been "promoted" from R8 to R35 after 25 years service with the same household. Increases in most cases were irregular, and several women said they were too scared of losing their jobs to ask for more money. Usually, there is no bargaining for wages at the start of service: the newly-employed servant is told what she'll get.

A common rationalisation for the payment of low wages is that it's an unskilled occupation and that as the servant lives in, a salary is merely pocket money. But Ms Cock points out that an enormous range of demands is made on the worker, including knowledge, trust and responsibility, and that only 16 percent of the servants did live on the premises.

Their accommodation was usually squalid, their "free meals" often strictly rationed, with more than half of them receiving no meat. One domestic was given a single teabag to last two days, while another was dismissed for stealing a teabag.

Almost one third of the sample worked a seven-day week and had one week or less of annual holiday. Over 80 percent had to work on public holidays. There are seldom extra wages for overtime, no hope of a pension, and live-in servants are frequently expected to be available till all hours of the evening.

The domestic worker doesn't even have the compensation of job satisfaction. The work is a means to an end, a survival tactic, and is usually monotonous drudgery carried on for long hours with little help from mechanised gadgetry. Said one worker: "She does have a vacuum cleaner, but I am not allowed to use it. She said I will break it. I must kneel."

The grievances of the workers are heartfelt, and although only 14 percent said they didn't get on with their employers, most put on a deferential mask. This disguised their real feelings and enabled them to conform to their employers' expectations — but they are aware of a sense of exploitation (many perceived themselves as slaves) and the structures that maintain their subordination.

Many of the servants felt they were seen by their mistresses only in an occupational role, a one-dimensional perception that denied their human feelings and needs. Employers often took no notice of the worker's family or social life; many didn't know their servant's full or real names. And the worst people to work for? The "rich", because they are greedy: "Ordinary employers pay better because they know how we struggle with a little money . . ."

Relationships between employers and servants ranged from that of strangers (despite the intimacy of contact in the work sphere) to mutual trust and caring, but in general they "show a degree of paternalism and a sense of superiority on the employer's part . . ."

Many of the employers described their servant as one of the family, but one of the domestics herself in this light and expressed cynicism as to the use of this phrase. Comments from mistresses include:

"Yes, she's trustworthy . . . as far as native girls go".

"Very clean".

"She's all right as long as she doesn't drink out of my cups".

Most employers thought their servants were well treated. Said some:

"It's really wonderful they're willing to work for such low wages".

"In Rhodesia a boy does three times the work I do".

"This is a political question. I'd rather not discuss political questions. Government is given to us by God".

"You can't compare natives to us".

"Most of them are happy as they are".

A lone mistress admitted: "Sometimes it makes me feel sick with guilt".

Almost 800 000 black women are domestic workers, and Ms Cock describes them as one of the most exploited groups in a society marked by extreme inequality. "They are deprived of a negotiated wage, of reasonable working hours and of family and social life," she observes, and they have no options regarding alternative employment.

Sexist and racist ideologies together with history, legitimise the women's predicament, and there seems little hope for improvement. "Many white South African children learn the attitudes of racial domination from domestic relationships with servants and nannies," Ms Cock writes, and quotes one white mistress as saying: "It's bad, but we do nothing."

Perhaps the only light at non-confrontation at the end of this tragic tunnel was offered by one white voice: "Employers should realise that servants are people not animals."

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CLASSIFIED ADVERTISEMENTS INSIDE

Nice madam LOW wages

The "madams" of Johannesburg can relax — their maids think they are quite a nice bunch, in spite of paying what their servants consider dismally low wages. In 150 interviews with domestic servants — one of the most unprotected workers in South Africa — some surprising attitudes emerged. JOSIE BROUARD reports . . .

Miriam started working for her present employers eight years ago at R16 a month. A mother of two, Miriam now earns R30 a month and sends home R20. Her employer gives her food, but Miriam is not happy.

She works every day of the week and is allowed time off after lunch only at the weekend, which is usually at 2 to 2.30 pm. Miriam lives on R10 a month. This is not unusual among the domestic servants interviewed in Johannesburg.

Most lived on R5 to R40 a month, while the average amount was about R15 a month.

In spite of this, domestic servants appear to be better off than their counterparts in the Eastern Cape who recently hit the headlines after author Jacklyn Cock's survey there.

Johannesburg domestic servants also appear a whole lot more tolerant, judging by their reactions.

Long working hours, low pay, little time off (the majority of domestic servants get a full weekend off once a month and are expected to work half day Saturday and Sunday the remainder of the time) and a poor family life are brushed aside.

* * *

"I felt I was in a slave state, and that, too, the very worst of slave state.

"I mean, the sort in which the slaves are not owned by masters responsible for their welfare, nor protected by stringent laws from ill-treatment, but one in which they are nominally like white people, and can be thrown into the streets to starve, without pensions, or public relief when nobody happens to need their services, or when they are old and are displaced by the young."

— George Bernard Shaw in South Africa April 1932.

* * *

"Are you happy with your pay, your madam?" the maids were asked. The ousies laugh, grin or squirm. "My madam? Yes, she is very nice," one replies. Another says: "Oh, my boss is very sweet." — "She — she all right, madam," a third responds.

Most seem sure they like their employers. When asked why their "nice madams" pay them so little that they have to live on R5 or R10 a month, the maids shrug: "Oh, well, you know . . . the madam is quite nice."

A few ask for help. "What can I do? Jobs are so short, misses." Some are so desperate they ask for an alternative employment. One of these, Miriam, starts work at 7 am and finishes 12 hours later. She works on Saturday and Sunday, a three-quarter day.

She never has a weekend off, but is allowed three weeks' paid leave a year. She has been working for the same employers for 14 years.

"They think we belong to them. We are given no time to go out, to do our own shopping — and after so many years."

Flora is in a similar position. She earns R30 a month. In her employers' garage stand a BMW 528i Executive and a Mercedes 280SE.

Most maids were not paid well (the average salary a month for the 150 interviewed was R53-R36 a month) but are paid in kind with food and amenities. Of 40 domestic servants interviewed, 73 percent were given at least one full meal a day, but usually on the days they worked.

"Not enough food," "meat twice a week," "just coffeee and bread" were the exception rather than the rule. Most got food, while others were expected to live on salaries of R30 and R40 a month, cater for children — and eat a square meal a day.

Instances of severe exploitation (below-average pay, long hours, little leave and no payment in kind) occurred in 12 out of 150 instances, with the majority content with very little.

On average, domestic servants had three children and sent home money to support them. Only two maids did not send home part of their salary on a regular basis.

Most sent more th

WHAT YOUR DOMESTIC SERVANT LIVES ON EVERY MONTH

	Bedford view	Sandton	Yeoville	Killarney	Average
Average salary	R58,10	R56,60	R61,30	R62,10	
Send home	R34,20	R33,30	R43,00	R27,00	
Difference	R13,90	R23,30	R18,30	R35,10	R22,65

Recommendations for domestic servants' conditions of employment — from the Domestic Workers and Employers Project (DWEP):

Minimum wage a month for a full-time live-in maid: R71,50.

With special skills (such as cooking, babycare): R88,00.

DWEP recommends that maids work eight hours a day and a 44-hour week; that they receive three meals a day and working clothes. Maids should also be given three weeks' paid leave a year — and be awarded yearly increments in pay, higher than the cost-of-living increases.

Does your domestic worker — like you — have a carpet or rug, a heater, hot water & electricity in her room this winter?

	Yes—all four	%
Killarney	2/15	13
Florida	1/15	6
Turffontein	1/15	6
Robertsham	0/15	0
Rosebank	6/15	40
Parkhurst	6/15	40
Linden	4/15	27
Bedfordview	2/15	13
Sandton	3/15	20
Yeoville	2/15	13
TOTAL	27/150	18

IS YOUR MAID HAPPY WITH HER MONTHLY WAGE?

	Florida	Turffontein	Robertsham	Linden	Parkhurst	Sandton	Bedfordview	Yeoville	Rosebank	Killarney	Total
Average Salary	R44,20	R45,60	R46,10	R47,60	R50,40	R56,60	R58,10	R61,30	R61,60	R62,10	
Yes, I am happy	5/15	3/15	4/15	7/15	10/15	4/15	2/15	6/15	6/15	1/15	48/150
Percentage	33	20	26,6	46,6	66,6	26,6	13,3	40	40	6,6	32

ls,

half their salary, with the exception of domestic servants in Killarney. Some (at least 10 percent) said they lived on R5 a month.

What do domestic servants spend their money on? Face soap, washing powder and petroleum jelly or glycerine for their skins. The odd rand here and there is spent on clothes, mainly bought at jumble sales.

One or two had furniture store accounts — usually about R20 a month — but the overriding concern moneywise was to provide for the children and their education.

Luxuries, magazines, entertainment, cigarettes or special foods, clothes, jewellery are out of the question. Maids in Johannesburg can buy only the basics: spencers, socks, underclothes for themselves and their children. And sometimes, if there are a few coins left, a cream for chapped hands and dry faces in the winter.

Less than half (48 percent) of domestic servants were warm enough in the winter when, after a full day's work, they turned to their little rooms in the back garden.

Maids boasted of many blankets ("All my own, madam, bought by me," each one insisted) but fewer could say they had a carpet or rug, a heater, hot water or electricity — a mere 18 percent had all four.

Mrs Helen Suzman, Opposition spokesman on urban blacks: "There is no legislation regarding domestic servants' pay and their terms of employment.

"An employer is not forced to consider a maximum number of working hours, an annual paid holiday, a pension scheme or a minimum wage.

"The maid in your kitchen is one of the most unprotected workers in all South Africa — and a great many madams have no conscience about it," Mrs Suzman said.

"In addition, employers do not consider that a maid may have to pay rent in a township for her family, nor how many children she has to raise."

Mrs Suzman added: "The burning question is what would happen if minimum wages were laid down? Would this result in employers dismissing their domestics and set off worse unemployment — or would employers pay their maids a decent wage?"

Unprotected

DOMESTIC SERVANTS' SALARIES

Salary a month in rands	Florida	Turffontein	Robertsham	Linden	Parkhurst	Sandton	Bedfordview	Yeoville	Rosebank	Killarney	Total	Percentage	
96-100								1			1	0,65	0,65
91-95								1			1	0,65	1,3
86-90								1	1		2	1,3	2,6
81-85				1			1	0	0	1	3	2	4,6
76-80		1		0	2		1	0	1	1	6	4	8,6
71-75		0		1	0		2	2	0	3	8	5,3	13,9
66-70		0		1	1	2	0	1	2	0	7	4,6	18,5
61-65	1	0		2	1	4	1	0	2	1	12	8	26,5
56-60	0	2	3	2	2	1	4	2	6	4	26	17,3	43,8
51-55	4	1	0	1	3	2	0	1	0	2	14	9,4	53,2
46-50	1	2	4	2	0	5	2	2	1	0	19	12,7	65,9
41-45	2	3	2	1	1	0	2	0	0	2	13	8,7	74,6
36-40	2	3	3	1	1	0	0	2	1	1	14	9,4	84
35 and below	5	3	3	3	4	1	2	2	1	0	24	16	100
Total	15	15	15	15	15	15	15	15	15	15	150		
Average wage	R44,20	R45,10	R46,10	R47,60	R50,40	R56,60	R58,10	R61,30	R61,60	R62,10	R53,36		

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The silent

July 13/1980

"THE problems of domestic workers are political — their powerlessness reflects the powerlessness of blacks generally in South Africa and the resolution of these problems requires fundamental political change," says Jackie Cock (left), author of Maids and Madams, a book she describes as an indictment of white selfishness and greed.

Mathilda Masipa spoke to her about her research into the exploitation of domestic workers which revealed a deep-seated racism among the thousands of white housewives she interviewed in the Cape and an acute awareness among domestic workers of the South African political situation.

The maid at work in the house—although often a housewife herself, she is forced to neglect her own family to care for her employer's family.

about the oppression and injustice on which our own society is based."

One of the things which Jackie hopes is clear in the book, is that domestic workers have a sharp sense of exploitation — a fact she attributes to the close relationship domestic workers have with their employers.

"The difference they see at work to conform to employers' expectations and shield their real feelings".

"My aim in writing the book," Jackie says, was to show the courage of a group of black women struggling to support themselves and their families under conditions of extreme oppression. If the book has any value it allows the voices of these women to be heard.

"They are neglected not only in terms of the absence of any legal protection but they are silent and the fact that their struggles and complaints are rarely heard is significant. Studying the situation of domestic workers involves raising questions

A COMMON factor a domestic worker shares with her employer is that both are housewives with families to care for. But there the similarity ends.

While the family of the domestic worker may be neglected, that of her employer may be enjoying twice the amount of attention. This is a clear case of exploitation which warrants protests, but the domestic worker chooses to suffer in silence.

This is the purpose of Jackie's book — to enable this group of workers to state their point of view.

And they state their point of view with a surprising vehemence that few people would expected from a group of workers considered submissive.

As Jackie puts it in the introduction to her book: "Domestic workers are widely viewed as 'deferential workers' yet this 'deference' is more apparent than real. Many domestic workers adopt a 'mask of deference' as a protective dis- enabling them

domestic

tween their own homes and standards of living and those of their employers are seen as reflections of more general inequalities between whites and blacks in South Africa. They see these inequalities as unjust. They also show a sophisticated understanding of the structures which maintain their powerlessness," she says.

"The whites are standing on our necks with their boots," "We are slaves in our own country," "There are so many laws which chain us," are some of the statements quoted in her book.

Jackie's description of domestic workers as workers who are trapped by influx control could apply to millions of other black workers. But the domestic worker, more than any other worker, is also trapped by a lack of any employment alternatives and this is the reason for their silence, says Jackie.

"Domestic workers recognise that they are dependent upon their employers not only for wages but often for accommodation and even permission to be on a white farm or in a prescribed urban area. At the same time their employers are also dependent upon their domestic worker's labour but with unemployment rising among black women, an individual servant is easily replaced," she says.

Intimate and personal as the relationship is — especially compared to other workers — Jackie found that very few employers knew much about their workers.

Employers often deny their workers the right to look after their own families by hiding behind the "she-is-one-of-the-family" facade.

'The whites are standing on our necks with their boots'

"I was surprised at how little many employers knew about their domestic workers. Often they didn't know how many children they had, how old they were, the cost of black children's schooling, rents and so on. Very few knew their workers full names," Jackie says.

Jackie was also shocked by the naked racism of employers.

"While many whites rely on black cooks and "nannies" they believe blacks appeared blunted that of domestic workers was acute.

"The domestic worker's understanding of the South African situation is in fact much greater than that of their more educated white employers.

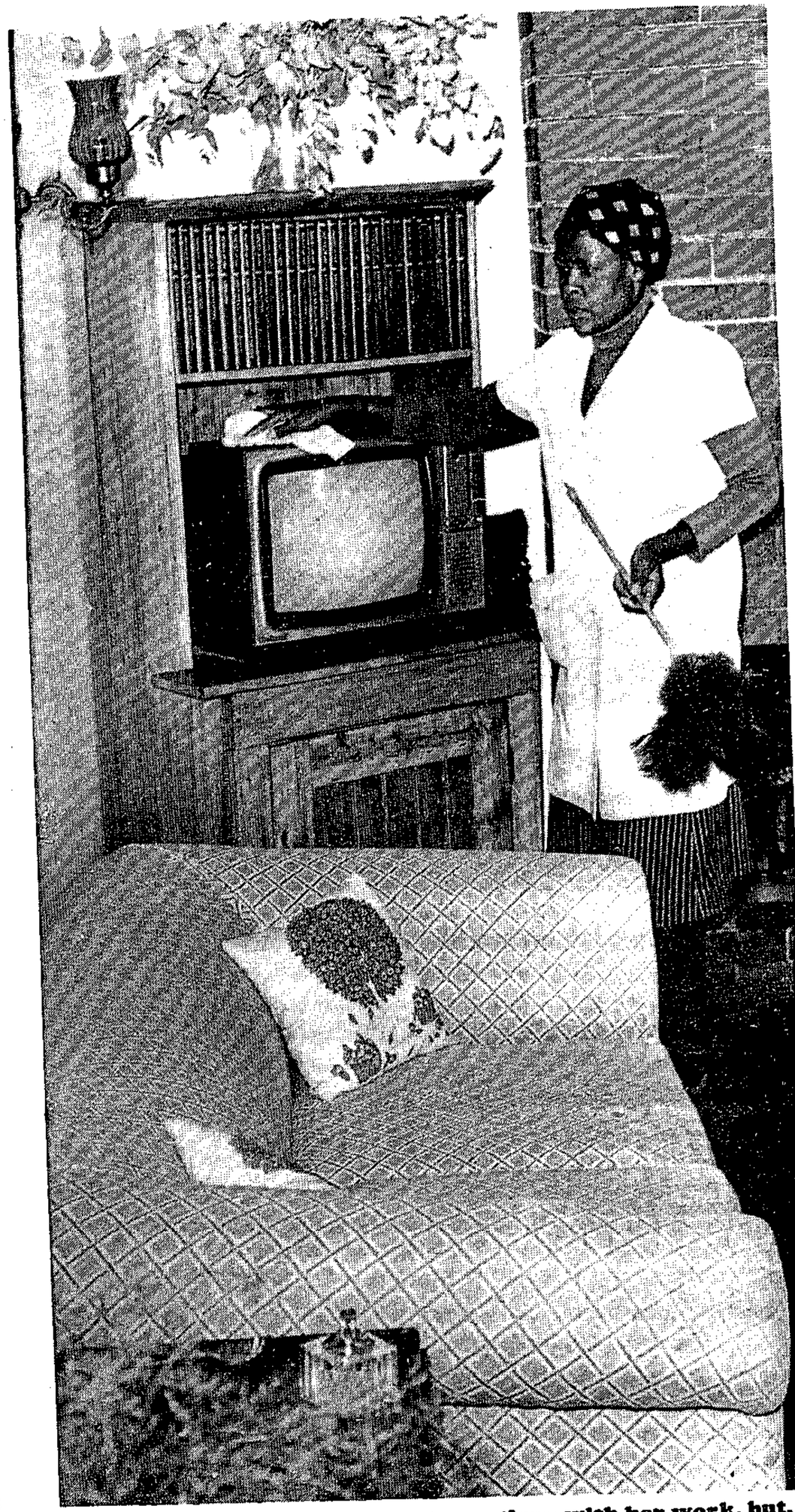
As one worker said: "The situation in South Africa will change, but it will take time. It is not easy to take a piece of meat out of your mouth and share it."

But the problems of domestic workers are not unique, they are problems experienced by blacks generally because of the present political situation and for these problems to be resolved there has to be a fundamental political change, Jackie emphasises.

are inferior to whites in their personal qualities. The majority of employers interviewed see blacks as stupid, irresponsible, child-like and incompetent.

"Statements like 'Blacks have just come out of the trees' and 'Putting them into European clothes doesn't make them civilised' were common," she adds.

Jackie also says that while the employers' sensitivity



The domestic servant might silently continue with her work, but, according to the book "Maids and Madams", she usually has a far more acute consciousness of her position than her more educated employer.

Women fired

By WILLIE BOKALA

TEN female flat cleaners were fired yesterday after complaining about strenous and dangerous conditions under which they work and asking for higher wages.

The women — employed by Gradwells, a flat accommodation company and working at Federated Place Flats — claimed yesterday that they were told by their boss, a Mr Mattson, to "go you bloody black kaffirs" because "there are a lot more kaffirs waiting for jobs."

Mr Mattson refused to talk to reporters yesterday and told them "you have a cheek" and that they "must get out".

The women claimed they had to clean 15 rooms each a day from 7.30 none stop to 4 p m without breakfast or lunch. Each of the rooms has four cubicles which meant they cleaned 60 cubicles a day without food in some cases.

They also claimed:

● Apart from working long hours they worked dangerously in that they had to climb stepladders to clean windows as high as 13 floors at the building.

● For all the dangers involved they were being paid only R71 per month.

● Their white supervisor's wife made them work none stop and called them names as they worked.

● They had to work overtime without pay. At times they were paid only R2 each after working long overtime hours.

● Everytime they fell sick and were absent from work to see doctors they were threatened with dismissals.

● Some of them are ill because of the strenuous work and some have received cuts and bruises as they hang from windows trying to clean them.

One woman, Mrs Vina Radebe (45) was found dead with a scrubbrush in her hand and a backet of water next to her. She died while scrubbing the floor in Room A 10 on the eighth floor.

Police have confirmed Mrs Radebe's death whom they said died at the flat.

The women claimed yesterday that since the death of Mrs Radebe they have approached management and asked that the strain and danger be minimised and that they be paid more. Their supervisor, Mr David Gordon, promised them more pay but the promise was never fulfilled, they said.

Yesterday they took the keys with the intention of working but later decided to approach Mr Gordon. He told them to go if they did not want to work and that he could get other "girls" to replace them.

Th[illegible] to see the chief superintendent, Mr Mattson, at head office who told them: "What do you want? Take my keys back and f... you bloody black kaffirs. I can always get other kaffirs to work for me. There are so many of them looking for jobs."

Mr Gordon yesterday said the women had complained about pay and he was still waiting for a reply from head office. "This morning they refused to work and went to head office."

At head office Mr Mattson refused to talk. A black man who said reporters should speak to him than Mr Mattson said: "Go to Mr Gordon and get it from there. And you guys should not come as if you own this show."

The women after being fired.

Flat cleaners return, but . . .

By WILLIE BOKALA

THE TEN FEMALE flat cleaners sacked after complaining of strenuous working conditions and asking for higher wages this week have been given back their jobs.

The women — employed by Gradwells, a flat accommodation company and working at Federated Place flats — started working just after 10 am yesterday but their higher pay demands had still not been met.

A spokesman for their management said they had accepted their jobs back and their grievances were being looked into.

DENIAL

And a superintendent at head office in Braamfontein, Mr B L Mattson, yesterday denied that he had told the women to "go you bloody black kaffirs" because "there are a lot more kaffirs waiting for jobs."

"Not in my life. This is one thing I cannot say to blacks as I have always wanted to work peacefully and co-operatively with them. I cannot go out of my way to hurt their feelings. You see, I am a very friendly person and people here can tell you that," he said.

Mr Mattson refused to speak to reporters after the women had been fired and instead said they had a "cheek".

MINIMISE

Back at work one of the women told reporters yesterday that although they had taken their jobs back they were still waiting for their management to respond to their request for higher wages and to minimise the strenuous and dangerous conditions under which they claimed they were made to work.

Mr David Gordon, a supervisor at Federated Place, told reporters that the situation should never have arisen as the women walked out "before I could speak to them."

The other problem was that they took the keys to the flats when they marched to the head office. "This was wrong and we feared the keys might get lost. It is not true that I told them to go and called them names. I merely said to them that they should get back to their work, but they walked out," he said.

"We are not slave drivers here. We try everything possible to make our employees comfortable. We are surprised at this," he added.

The women had claimed that they were sacked after complaining of strenuous and dangerous conditions at work and asking for higher pay. They said they were made to work long hours and it was dangerous because they had to climb step-ladders to clean windows, and that their white supervisor's wife called them names as they worked.

Man fined R20 for assaulting servant

DD 22/7/80 294

EAST LONDON — A man was convicted here yesterday of assaulting his former domestic servant.

Mr Alfred Kumm, 29, formerly of Tindale Road, Vincent and now resident in Port Elizabeth, was found guilty of assaulting Miss Dorothy Xengxe, of Mdantsane.

His wife, Mrs Barbara Kumm, 30, was acquitted on the same charge. Mr Kumm was fined R20 or 20 days' imprisonment.

They pleaded not guilty at a previous hearing.

The magistrate, Mr J. A. Hamman, said both Mr and Mrs Kumm admitted a fight had taken place. He found there was a "reasonable possibility" of Mrs Kumm's explanation of events being true and she was entitled to her acquittal.

He said Mr Kumm admitted he hit Miss Xengxe "a couple of times" because he was angry. He also admitted it was unnecessary as he could have pushed Miss Xengxe out of the room. — DDR

On maids and madams...

NM
6/8/18

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THERE are over 750 000 domestic servants in South Africa and, according to Jacklyn Cock in her book *Maids and Madams, A Study in the Politics of Exploitation (Ravan Press)* they are among the most exploited groups in our society.

'They are situated at the convergence of three lines along which social inequality is generated — class, race and sex.' Ms Cock focuses on the ultra exploitation of black female domestic workers because, according to the 1970 Census, 88,9 percent of all domestic workers are black and 88,4 percent of those workers are women.

Ms Cock used various methods of research in compiling her book, but the most important were the 225 interviews carried out with domestic workers and employers in the eastern Cape. 'At many points in the field work,' she says, 'I felt this was a study in guilt and fear. The fear was expressed largely by the domestic workers ... The guilt was expressed in the response of several employers.'

Increases

Almost three quarters of the full-time domestic workers interviewed earned below R30 per month. In one case the worker had started with her employer at R3 per month and was now earning R30 per month after 17 years service. Only in seven cases was this wage increased regularly every year; the remainder received irregular increases in their wage and several of the workers said they were too afraid of losing their jobs to ask for an increase.

Over 77 per cent of the workers worked more than a 48 hour week — three of those interviewed worked 35 hours per week. Over half began work between 6 and 7 a m and almost the same number stopped work after 5 p m. One hundred and thirty eight of the workers had less than an hour off per day, 43,3 percent had one day off a week, 31,8 per cent had no day off at all.

Annual leave

There was also considerable variation in the amount of annual leave given. Forty received no annual holiday at all; twenty two of the workers did not know what holiday they would be given, if any. Several of the workers complained that their annual holiday was to be taken to the beach with their employers. 'They take me to the sea,' commented one 'and when we get back they say did you have a good holiday. But it's no holiday for me.'

Valuable though these figures are, it is the workers' attitudes which provide a new insight into their role within a white family. For, as Ms Cock points out at the beginning of her book, it is often 'the only significant interracial contact whites experience ... many white South African children learn the attitudes of racial domination from domestic relationships with servants and "nannies". The converse is equally true in that many blacks presumably learn the attitudes of submission (or the semblance thereof) ... through some experience of domestic service.'

Deference

The deferential attitude of some domestic workers is a mask 'which is deliberately cultivated to conform to employer expectations and shield the worker's real feelings. The deference attributed to the domestic worker rests largely on a fallacious inference made from her often passive behaviour.'

Hidden resentment stems from having to look after her employer's children — when her own have to be left unnattended; lack of respect; lack of appreciation by employers: 'It lowers your dignity to be a domestic. Your employer's child can swear at you and you have got to laugh. There is nothing you can do. The parents say nothing.'; low wages; lack of pension or security; the breakdown of the family unit; poor or insufficient food; low self image and, possibly saddest of all, a poor relationship with her employer.

Bitterness

Perhaps the workers' comments illustrate their feelings better than anything else. They range from the bitter 'I have no feelings. I am useful to her, that's all,' and 'If she cared about me she would not pay me so little (R25 per month),' and 'She thinks she owns me like she owns her motor car,' to a resigned 'I don't know. But she won't get another woman who works like a slave like I do.' Comments such as 'She cares for me. When my husband died she helped with the funeral expenses,' are not frequent.

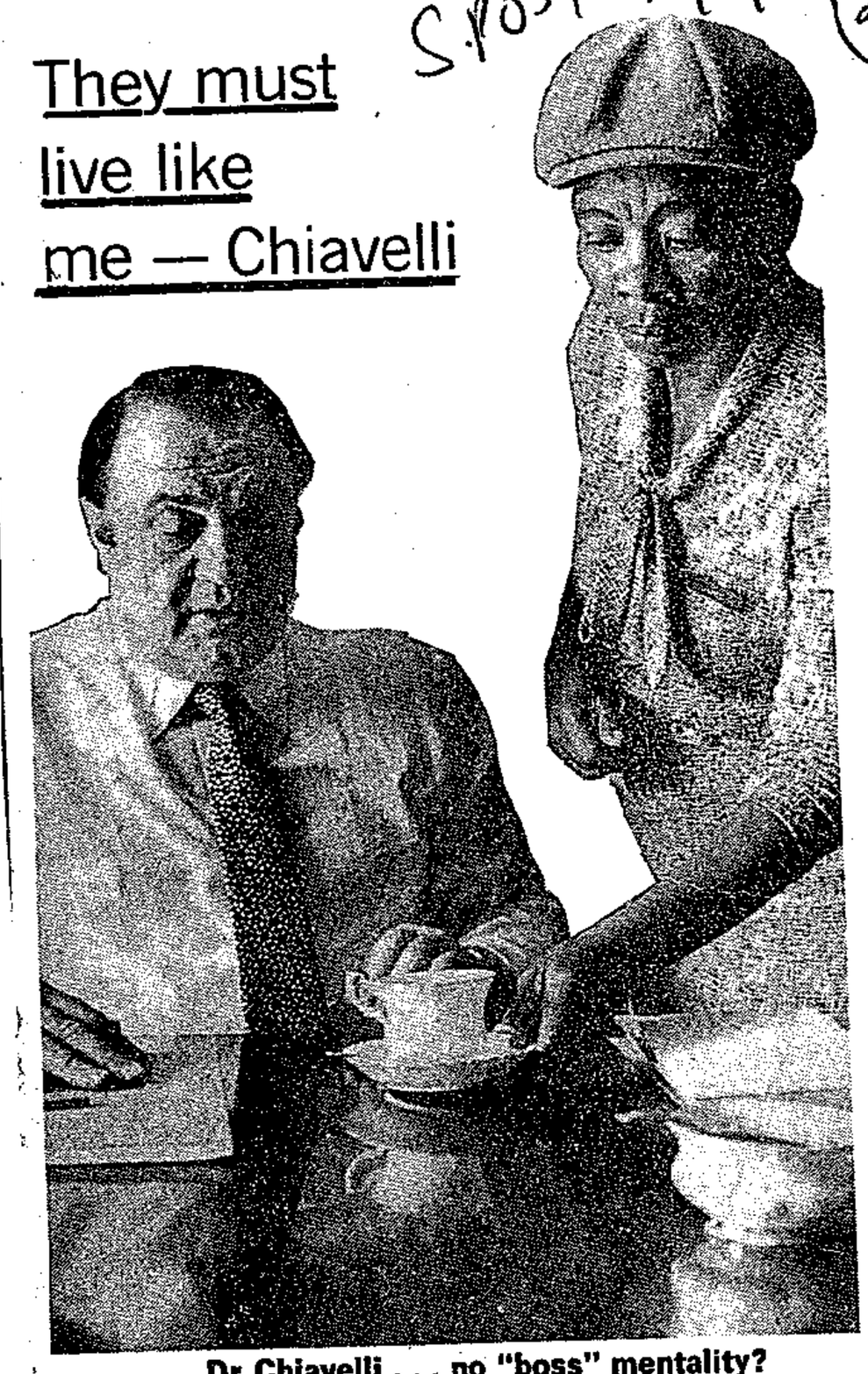
What is striking in this book is the lack of communication between women living closely together and an underlying thread of fear from the employer towards the employee. 'I'm apprehensive ... I would hate to have to work for a black,' commented one woman.

And as Jacklyn Cock comments, 'this book is an indictment of the liberal mentality which asserts the humanity of Africans, only to deny the human needs and feelings of African servants.' One way out of the impasse illustrated so forcibly by this book would be legally laid down conditions of employment, as suggested by the Domestic Workers' and Employers' Project. The book should be read by all employers of domestic workers — it may shed some much-needed light and provide more harmonious relationships within the domestic context. **J C-W**

The super-servants

S.Post 10/8/80 (294)

They must live like me — Chiavelli



Dr Chiavelli . . . no "boss" mentality?

WEALTHY Dr Mario Chiavelli is one boss who does not have a South African mentality. He believes his servants should live like he does — in style.

Dr Chiavelli, who owns Summer Place, a Sandton house formerly belonging to wealthy industrialist Mr John Schlesinger, is to spend over R100 000 on a building for his 12 servants. Summer Place cost him a staggering R1,8-million.

By SAM MABE

Each servant will have a fully-furnished bedroom, kitchen, toilet and bathroom, with ceramic wall and floor tiles imported from Italy.

When I visited Summer Place at Melville Road, Hyde Park, this week, the first obvious sign of wealth I noticed was the two-metre high plastered brick wall surrounding the white double storey mansion.

The guard at the gate was reluctant to let me in, but after telling him that I had an appointment — although I was a bit late — he gave me a form to fill in. After taking it to Dr Chiavelli, he let me in.

Every centimetre of Dr Chiavelli appeared as a living testimony of wealth. But he did not behave or act like a millionaire. He is down-to-earth and easy-going.

But why spend so much money on servants' quarters when South African servants are normally housed in disgracefully small cubicles with no cooking facilities or decent bathroom?

"But I am not a South African and my mentality is not South African," he assured me. "I don't want my people to sleep together. Each one of them has to have a bedroom, a kitchen and a bathroom and toilet.

"When I arrived here, there were servants quarters but they were very rubbish you know. Twenty servants had only two showers and they all used the toilet. I don't want that. I want them to live like me because they are human beings also and they must have everything also," Dr Chiavelli said.

Blast: They didn't know the victims

A BOMB explosion smack in the midst of the mink and manure society last week rocked the country in more ways than one.

Whilst it was unthinkable to the nabobs of the northern suburbs to have the easy tenor of their lives disrupted by such unspeakable rowdiness, the rest of the country had speculations of its own.

The police are investigating the blast, so it will be lawless for us to give details about the wild speculations. This much we can tell you.

The owner of the mansion where the blast took place said almost laconically to reporters that he knew the man who had died in the blast as the husband of his maid. Not only that he had known the couple for five years.

His words were so typically South African that there was not even the ripple of surprise from his affluent quarters about his casual knowledge of his servants.

In the meantime, the words simply sprang out of the print when read by blacks in the townships who saw the heartlessness of racial discrimination that makes some people mere ciphers. One wonders if the police did not get somewhat annoyed with the rich owner of this mansion for his absolute ignorance.

Just for Today with Aggrey Klaaste

OK, most whites only know us as "John" and God knows what they call their maids. When they speak about blacks they usually use the impersonal pronoun "them" or "these people."

A man lives in your home, virtually, for five years and you don't even care to know whether the woman he is living with and has children with is her husband or boyfriend.

With whites it means something else too. The abiding theory is that we blacks just take to ourselves any old partner and make children without a care about the sanctity of family life.

After all, blacks are known by our society to be promiscuous, lazy and a bunch of irresponsible men and women who will breed like mice even if they are starving — who will breed with any old body just as the whim takes them. Makes you feel furious.

Another little piece of advice. It would be better for whites to know their servants more closely, if only for their own safety.

The Sandhurst couple must have been astounded to imagine that innocent people like their maid, for instance, could be cohorts with terrorists or whatever. A little friendly talk to your servants would quickly alert you if you are harbouring a red-hot Marxist in your yard.

SABC denies bias on TV programmes

S. POST
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SUNDAY POST Reporter

A SPOKESMAN for the SABC-TV this week denied claims that the resignation of Miss Donna Wurzel was a result of the network's bias towards programmes featuring blacks.

Miss Wurzel, presenter and producer of the "Woman Today" programme, resigned this week after her programme featuring domestic workers was not shown as scheduled.

The spokesman, Mr Eric Van der Merwe said: "We have no bias at all towards programmes featuring blacks. We have done many programmes on blacks."

Miss Wurzel was reluctant to discuss her resignation which she described as an "internal and private matter".

Plan to tighten control over maids' quarters

Argus 29/8/80 - 294

THE Cape Provincial Administration today published a draft ordinance allowing for strict control over the occupation of servants' quarters in any municipal ward specified by the Administrator.

The draft ordinance is understood to be an enactment of the recommendation of the Fouche Committee — set up to investigate problems in the Green and Sea Point area — that by-laws affecting servants' quarters be made stricter.

OCCUPANCY

According to the proposed legislation no one except a servant, or the owner of the premises or anyone related to him, may occupy the servants quarters on any residential premises. No one will be permitted to allow anyone except a servant or the owner and his relatives to occupy servants' quarters.

This means that a servant authorised to occupy servant's quarters will not be permitted to share the room with any friend or relative who is not a bona fide servant on the premises, even temporarily.

The draft ordinance also requires that anyone in charge of premises which have servants' quarters must maintain a register, available for inspection by any police officer or municipal employee.

The register must provide a record of servants' full names, identity numbers and date of employment.

The proposed law also states that no one may occupy or reside in any portion of premises that was not constructed for, is not suitable for or not intended for residential purposes.

The owners of premises will also have to ensure that a duplicate key to the servants' quarters, or any other outbuilding, be available at any time to police officers or municipal employees.

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Now 'madams' give their side

Women's Page has received many telephone calls and letters in response to a story we ran about giving domestic workers dismissal pay and notice. MOLLY HARDING reports.

Several irate employers claim they are the ones who suffer when it comes to hiring or firing domestic workers. This has emerged in the wake of an article we ran about the Legal Resources Centre's work on behalf of domestics dismissed unfairly and without notice or pay.

A Parkhurst widow, ailing and in her 60s, is still reeling from the treatment she received from her maid and the subsequent action by the Legal Resources Centre which claims monthly-paid domestics are entitled to a month's notice or pay.

Late in December, the maid we'll call her (Anna) got sick. For 1½ months, her employer nursed her, eventually bringing her into the house to look after her. Then Anna went to Soweto to her sister, returning twice in the next month for money she said she needed.

At the end of March Anna telephoned to say she was pregnant and worried she might lose her job. Her employer told her she couldn't cope with a baby in the house and she must pick up her things and look elsewhere for a job. Anna threatened to sue her for money she said her employer owed her.

Subsequently, a letter in April from the Legal Resources Centre demanded she pay Anna R110 to cover a month's pay and room and board. She sent a lawyer's letter stating Anna had left her house of her own accord in February and had not worked one hour for her employer since December 28. She had also given her R40.

Then came a summons to court, and because the court and lawyer's costs would have been four times the amount for which she was being sued, she paid the R110.

"What else could I do?" she asked.

Another letter had a different story to tell.

A Glenhazel woman complained that it was unfair to have to give a maid a month's notice or pay in lieu of notice, when the maid could do "a midnight flit" anytime, leaving the housewife in the lurch.

She said several of her maids have left overnight in the last 20 years, leaving her to wake up to a maidless home and a room totally devoid of the maid's belongings.

"Most maids seem to have no trouble in finding other employment," she said. "So why can't they at least give a few days' notice so the employer can replace them in good time?"

What can an employer do about a maid who doesn't give reasonable notice? she asks.

An Alberton reader says she and her friends have an unofficial code of behaviour with regard to maids that they feel is fair.

● If the maid has given satisfactory service, she will get three or four weeks' pay, sometimes more if a good relationship has existed.

● If the maid's service has been unsatisfactory, she may be dismissed at short notice, but may get paid to the end of the month or be paid for that part of the month she worked.

● If the maid has been leaving early, taking days off, abusing privileges such as helping herself to the drinks cabinet or making too many telephone calls, her employer will almost certainly pay her for only the part of the month that she has worked. Notice will be very short in most cases, depending on the individuals concerned.

● If the maid has been caught stealing money or goods, she will be dismissed on the spot without pay.

● "So much depends on the conduct of the maid, the employer's consideration and the relationship between the two," the reader said.

"In my experience, maids are just as inclined to leave without giving notice, or to take extended holidays, and leave their employers in the lurch.

"If any ruling can be agreed upon, then it should work both ways," she said. "And incidentally, I am paid by the month but my period of notice is 24 hours."

The Legal Resources Centre says it is not a centre for deciding on the merits of a case, but acts as would any attorney, strictly on behalf of a client.

Laws exploit women says Mrs Tutu

(296) C. Herald 20/9/80.

ALL women in South Africa are being exploited by discriminatory laws, says Mrs Leah Tutu, wife of Bishop Desmond Tutu.

It's not surprising that Mrs Tutu should be so concerned about women's rights. She is the head of the Johannesburg-based Domestic Worker and Employer Project.

Since 1976, employed by the SA Institute of Race Relations, she has worked for the project, looking into the problems of domestic workers.

'The grievances are between two people, so naturally one has to liaise between the worker and the employer. We try to see that appropriate notice is given, and that the worker is paid properly,' she said.

'The basic issue is that people want legal recognition of their status as workers, and the rights that go with it. Like the Domestic Workers' Association in Cape Town, we want to achieve legal recognition,' she said.

Forthright and self-assured, Mrs Tutu was once the girl-next-door who, 25 years ago, married her sweetheart from down the road, Desmond Tutu.

'He was a high-school teacher when I did my teacher-training at St Thomas's College in Johannesburg. We married after I had taught for about two years,' she said.

The couple have four children, ranging from 16 to 24 years, all of whom study or work abroad. The youngest daughter is at school in Swaziland, another at university in Botswana and a third studies at an American university, while the eldest, the only son, lives and teaches in London.

'We miss them enormously, and envy people who have their children at home. But they're being educated properly, without all the ethnic nonsense in this country.'

'Of course, my husband is a great support and inspiration to me — I can't imagine life without him.

'Yes, I do get frustrated, but never despondent.

'No opposition to our ideals can defeat our aims of achieving a just society in this country,' she said.

LEAH TUTU, wife of SACC general-secretary, Bishop Desmond Tutu . . . 'Women must come together and not accept the divisions produced by exploitation.'

BIG DAY FOR THE DOMESTICS

TODAY is domestic workers' day in Natal.

Attention will be focussed on this huge group of people, mainly women, who are so vital in the daily running of the average South African family — and yet are probably the most overlooked and exploited section of the community.

More than 20 Natal churches will spotlight the domestic worker in their morning services today at the start of Domestic Workers' Week.

The week is being held to mark the 10th birthday

Tribune Reporter

of the Domestic Workers' and Exployers' Project (DWEP), an organisation formed with aims of creating understanding and improving conditions of domestic workers through education of their employers.

Out of DWEP have grown dozens of Centres of Concern, places where domestic workers can get together either socially, to learn skills such as cooking, typing and sewing, or to receive training in things as diverse as literacy and karate.

The centres are run in a variety of places including garages, community centres and church halls — and it is the churches which have become home to these centres that will host today's celebrations.

"The idea of involving the churches was to get a wider audience for DWEP and the Centres of Concern," says Audrey Dobden, organiser of the project in Durban.

"We wanted to make people more aware of the kinds of things that are taught — and also to focus attention on the domestic worker as a person."

Something to sing about

(294)
NM 22/9/80

Mercury Reporter

DOMESTIC workers have 'something to sing about' this week. They are celebrating the 10th anniversary of the establishment of the Domestic Workers' and Employers' Project.

Mrs Audrey Cobden, Durban organiser of DWEP, said yesterday that domestic workers would be singing at the Old Pavilion site on the beachfront between 230 and 3pm on Thursday this week.

This is a free afternoon for many workers.

'Next Sunday at noon there will be a special service in the Emmanuel Cathedral,' she added.

'The offering will be financial contributions from the various DWEP centres. These will be given to the KwaZulu Drought Relief Fund.'

Mrs Cobden said there would be a window display featuring DWEP at Greenacres for the duration of this week.

In addition, Prof H L Watts, Professor of Sociology at the University of Natal in Durban, would be speaking on wages paid to domestic workers at St James's Church Hall, Venice Road, at 8pm on Wednesday.

'Distrust may make whites reject servants'

By ALISON GILLWALD

WITH the increasing militarisation of South Africa resulting in racial distrust, white women may be reluctant to employ black servants and may then demand State provision of day care centres.

This is one of the possible trends which could affect employment of domestic servants, says Miss Jacky Cock, a senior sociology lecturer at Rhodes University.

Writing in the latest edition of Africa Perspective, Miss Cock points out there is an increasing number of working white women who depend on domestic servants for housework and child care.

Another possible trend is that more domestic servants will be employed by the relatively affluent and privileged urban black middle class which the State is committed to creating as a buffer against progressive change.

Miss Cock says that unionisation of domestic servants is unlikely to succeed because they do not have any bargaining position from which they can launch demands.

Rising black unemployment, due to technology which requires a reduced labour force, could also affect domestic employment, she says.

While there is much in the domestic servant's situation that is suggestive of slavery, they may best be understood as "trapped workers", says Miss Cock.

"They are trapped in the households of the dominant classes by a tightly woven structure of constraints."

As black women do the bulk of domestic work, in their own homes and those of their employers, they maintain existing workers, reproduce new workers, fulfil the major consuming functions of the household and play an important part in the socialisation of children, she says.

not to mechanise their homes so as to make chars redundant, domestic service was no longer an expanding sector of employment.

"Recent research reports a trend away from the employment of full-time servants whose numbers decreased by 51 000 or 8% in 1979 over the total for 1978, and an increase in the number of part-time servants by 62 000 or 30% in 1979 compared to the previous year."

Miss Cock says the household, and the relations within it, are a crucial and largely hidden site of inequality in the South African system.

City against CPA move on servants

Cape Times 26/9/80

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Municipal Reporter

NEW provincial legislation to tighten up control of servants' quarters was condemned by the Cape Town City Council at its monthly meeting yesterday.

In a strongly-worded motion the council unanimously agreed to ask the provincial administration not to proceed with the proposed legislation.

During debate, Dr J T Sonnenberg — one of the councillors in the Sea Point area affected by the new regulations — said police had enough powers to deal with anti-social behaviour related to the presence of domestic servants in the area.

He added that the province was "slamming down our throats a law whether we like it or not".

Exco chairman, Mr Bill Peters, said the proposed regulations were contrary to the town planning scheme, but it was a case of the provincial administration following the line of "if you don't do it, we will".

● Opening areas for trading by people of all races in Woodstock and Salt River was a welcome move, but this should be extended to the Central Business District and the area to the west of it (towards Bree and Buitengracht streets), city councillor Mr Sol Kreiner said yesterday.

He was speaking on a council decision that full and open support be given to businessmen being allowed to trade where they choose.

The council unanimously agreed that Mr John Muir, chairman of the Town Planning Committee, the ward representatives for Woodstock and Salt River (Mr G E Ferry, Mrs Agnes Beyer, Mr Sol Kreiner and Mr Tom Walters), the City Engineer and the council's legal adviser be appointed to attend a hearing of the Group Areas Board on the issue next month.

Ten years of Dwep

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THE Domestic Workers' and Employers' Project celebrates its 10th anniversary this year.

Dwep's Centres of Concern throughout the country will be holding celebratory services at local churches. The Johannesburg service will be held at the Cathedral of Christ the King in Doornfontein at noon next Saturday.

It is to be followed by a "birthday feast".

There are now more than 100 centres operating in the Johannesburg, Reef and Pretoria areas. In Natal there are about 80, mainly in the Natal midlands, Durban and on the South Coast. There are also a few in Cape Town, Port Elizabeth, East London and Grahamstown.

Dwep has provided courses in cookery, sewing, literacy, first aid, driving and bookkeeping and one of the centres is running a toastmistresses club.

Plan to give police servants' room keys

Provincial Reporter

DUPLICATE keys to servants' quarters in the Sea Point area will have to be made available to any policeman or city council official at any time in terms of legislation to come before the Cape Provincial Council.

Although the Administrator of the Cape may by proclamation make the law applicable to any municipal council area or any municipal ward, the Provincial Administration has made it clear that the law is designed specifically for enforcement in Sea Point and Green Point.

The leader of the opposition in the Provincial Council and MPC for Sea Point, Mr Herbert Hirsch, today described the proposed law as 'infringing the rights of individuals.'

REGISTERS

The legislation, to be introduced in the Cape Provincial Council on October 28 by the MEC in charge of local Government, Mr W Bouwer, contains the following provisions:

- Every householder or landlord must keep a register of 'authorised' servants occupying servants' quarters.
- The register must contain the full names of every servant, as well as the reference number of their identity book, reference book 'or other official document affording proof of identity,' and their period of employment.
- Duplicate keys must at all times be kept on the premises.

AT ALL TIMES

- The registers and duplicate keys, as well as the servants' quarters themselves must be available 'at all times' to 'any police officer or any employee of the council.'
- If anybody other than an authorised and registered servant is found in the quarters, the person in charge of the premises will be presumed to be legally responsible for 'such contravention' of the law — unless he can prove to the contrary.

GAZETTE

The legislation is designated as Clause 183 of the Municipal Ordinance. It will apply only if the Administrator is of the opinion that 'it is necessary for the good rule and government' of a municipal area or ward and enforces it by proclamation in the Provincial Gazette.

An explanatory memorandum by the Provincial Administration said Clause 183 arose from the recommendations of the Fouche Committee appointed by the Government to investi-

(Continued on Page 3, col 6)

Servants

(Continued from Page 1)

gate 'undesirable conditions in the Sea Point/Green Point area, about which complaints from residents have repeatedly received.'

The complaints concerned the influx of 'undesirables and vagrants,' and the law was aimed at 'eliminating one of the factors contributing to the undesirable conditions.'

COMPLICATED

Mr Hirsch said Clause 183 was a complicated measure which infringed on the rights of individuals.

'It deals with the symptoms of the disease other than the disease itself — if there is a disease. Its enforcement in its present form would cause a number of administrative problems.'

Mr Hirsch added: 'I have previously said there are matters that require attention in the area, but this does not seem to be the way to handle them.'

Plan to control servants

Cape Times 15/10/80 294

Provincial Reporter

LEGISLATION to tighten control of servants' quarters — against the wishes of the Cape Town City Council — will be introduced during the short four-day session of the Provincial Council starting on Tuesday, October 28.

The new measures, to be tabled by Mr W Bouwer, MEC for local government, provides for the keeping of duplicate keys to servants' quarters and their availability to a police or municipal officer at any time.

Employers and landlords will also have to keep a register of servants authorized to occupy premises, as well as a register of servants' identity or reference-book numbers. Responsibility for any unauthorized person being on the premises is placed on the person in charge of such premises, according to the proposed amendments to Section 183 of the Municipal Ordinance of 1974.

This legislation follows recommendations of the Fouché Committee appointed by the State to investigate complaints about conditions related to the influx of undesirables and vagrants into the Sea and Green Point areas.

Since the new measures were mooted, they have been opposed by Cape Town City Council, and it is expected that the Progressive Federal Party (official) opposition will put up a lively fight during the Provincial Council session.

On the other hand, the servants' quarters legislation should have an easy passage as the National Party goes into the session even stronger than before with the dissolution of the South African Party.

The SAP's three former members have increased the Nationalist Provincial Council total to 47, the PFP has six members and the New Republic Party two.

On the order paper for the session is a motion by Mr F A Loots, MEC for education, congratulating the SAP members — Mr John Tyers (Simonstown), Mr C F Myles (Port Elizabeth Central) and Mrs S E Linton (Walmer) — on "their adult and responsible decision to join the National Party".

Botha's policy

Mr Loots's motion also expresses whole-hearted support for the Prime Minister, Mr P W Botha, in his policy direction for a new constitutional structure for South Africa and the "attendant benefits" it may hold for the Cape Province.

wetenskaplike bydrae tot die kundigheid van ander lidlande gemaak het. Tydens die afgelope konferensie in die VSA is Suid-Afrika dan ook versoek om namens die wêreldliggaam sekere eksperimente ten opsigte van sortering van afval by die punt van oorsprong te onderneem en verslag daaroor te doen. Die uiteenlopendheid van ons gedifferensieerde bevolkingsopset lok baie lande se belangstelling uit is dan vir ons 'n gulde geleentheid om deur die implementer u Suid-Afrika Skoon veldtog die wereld te wys waartoe oeie vordering word steeds gemaak en graag wil ek Kaa hulle die voortou geneem het met hul Skoonste Kaap p rstaan baie mooi op dreef kom. Mag ander stede en hierdie voorbeeld volg. Ek wil ook graag met wa van die besondere welwillende samewerking wat var veral invloedryke nywerhede, kom, moreel en finans Suid-Afrika Skoon veldtog momentum te gee.

Warning on servants' quarters (294) 8/10/80 ARGUS

Staff Reporter

MANY landlords provided reasonable domestic quarters but others were "almost criminal in their neglect" and contributed to problems in the Sea Point area, Mr Herbert Hirsch, MPC for Sea Point, said last night.

The servants' quarters problem had in the first place been created by the ideology and legislation of the National Party, Mr Hirsch told the annual meeting of the Progressive Federal Party's Sea Point constituency.

After 32 years of rule, the Government should not avoid shouldering most of the blame, while the Cape Town City Council had not been entirely blameless as its own town planning and building regulations were antiquated, Mr Hirsch said.

"But I want to focus attention on employers of domestic labour and on flat owners and landlords. I would appeal to them to improve conditions for domestic servants."

The time was coming when the negligency of some flat owners might have to be exposed publicly unless they put their affairs in order, he warned.

Hierdie soort samewerking tusse atsektor is die kern van die sukses wat reeds beha es wat ons nog gaan bereik. Omdat seker die groots wat vandag hier sit direk of indirek aan plaaslik is, rus daar ook in hierdie verband op u 'n baie ve

Vanselfsprekend sal die geesdr rmoë van stadsrade se amptenare deurslaggewend wees an rommelstrooiing en hergebruik van afval te laat werhede sal eers moet toesien dat hul eie huis in ord liek betrek word.

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provided and the hours are long — up to 14 hours. Those unable to get work for the day spend their time hiding from the patrols, begging and foraging for food.

Meanwhile, the Cape Provincial Council plans to impose a municipal by-law on Cape Town, compelling it to administer a compound-labour system for domestic servants in Sea Point and Green Point. At its October 28 session the council will amend the municipal ordinance by conferring power on the Administrator to force any local authority to adopt the by-law.

The measure is based on a draft suggested by a 1978 committee headed by Community Development secretary Louis Fouche which investigated "undesirable conditions in Sea Point and Green Point arising from the influx of non-whites."

The report noted that the white population of the suburbs is 50 000, served by an estimated 8 800 "legal" blacks, half of them Africans. But nightly, the report said, the black population is swelled by 10 000 "unqualified" blacks who doss down in servants' quarters.

To clamp down on "unwanted elements" the committee recommended the police be given powers to control occupation of servants' quarters in flats and servants' rooms in private houses. The term "occupation" is defined in the committee's draft by-law as "physical presence" between the hours of 10 pm and 8 am.

Furthermore, the draft contains an assumption clause that the owner of a house or block of flats knowingly permitted unlawful occupation (by an unlicensed friend, husband, wife, etc) unless the contrary can be proved.

It proposed, too, that if the owner of an apartment block of 10 or more flats does not occupy the property he must appoint a representative to act for him in terms of the new by-law. Henceforth, owners will have to keep a register of lawful occupiers of servants' quarters "as well as duplicate keys to such quarters for use by the police and municipal officials, if needed for inspection."

The draft also extends the existing system of licensing of African servants to coloured servants who sleep in. According to the WP Domestic Workers' Association, the system of licensing will be unworkable unless workers can show proof of registration. This amounts to a double permit system.

In a written submission to the Cape Town City Council's committee of inquiry into aspects of the Fouche report ("Behavioural Problems in the Municipality") the Domestic Workers' Association noted that "The so-called influx of blacks into Sea Point is caused by the labour needs of the area . . . Rape, assault, drunkenness and other forms of antisocial behaviour, which are rife in the Peninsula's black townships, apparently fails to attract the attention or concern of the Department of Community Development. To emphasise the problem in Sea Point/Green Point implies a concession to the moral rightness of separate development."

Workers are horrified they may not have people in their rooms even to relay messages of illness in their families or other emergencies. Most workers work until at least 10 pm and will in effect be prohibited a simple basic social life.

It is therefore not regarded as a conclusion that the department does not contemplate a curfew for blacks.

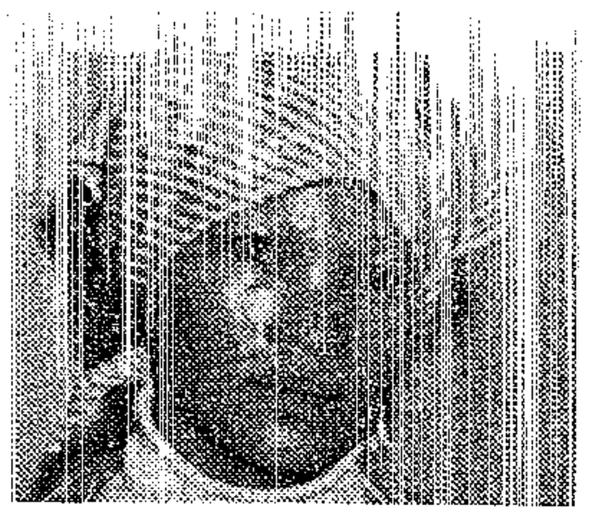
INFLUX CONTROL

Rousting them out

FM 17/10/80 (294)

Intensified control over the movement of Africans in Cape Town has all the elements of a "final solution." Mid-morning searches conducted by administration board patrols, assisted by police dog units, are a matter of routine as vehicles sweep the city's three black townships for "illegals." Few escape the dragnet.

Early in the morning, long before the settled township population begins to stir, scores of "illegal" work-seekers — mainly from the impoverished Transkei and Ciskei — wait on the sides of main roads in the hope of securing "day-work" from employers who send vehicles to collect them. The going rates, according to workers interviewed, range between R1,50 and R5 a day. In most cases no food is



MISS TINA BEUKES: 'I was quite shaken when I read about it in the newspaper. My employers didn't discuss it with me.'

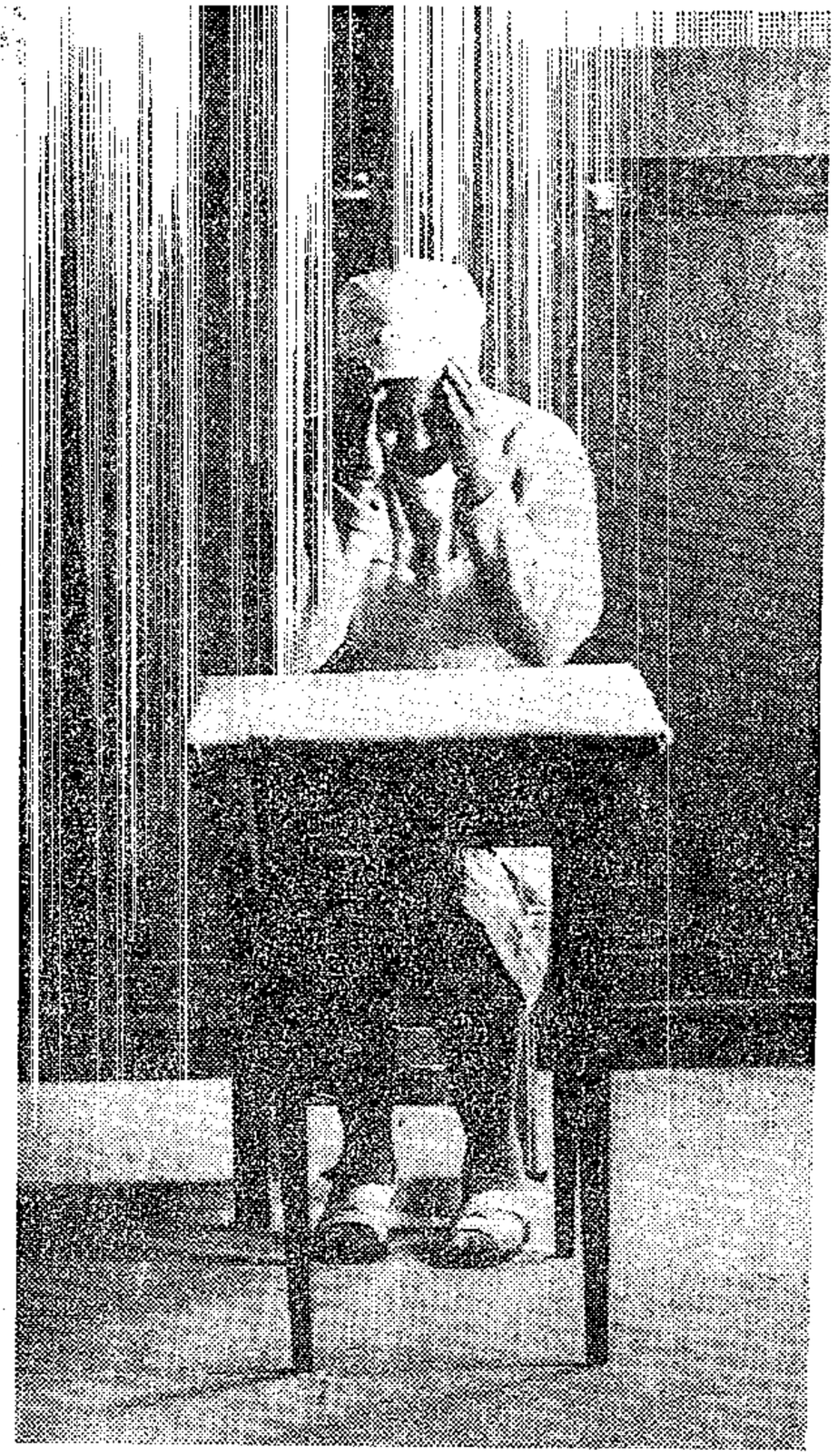
MRS HESTER GEORGE: 'I think it is really disgusting because we, as domestic workers, are denied our private lives.'

MRS JAKOVA SMITH: 'To me, it is a hard thing to accept.'

18/10/80 ARGUS

It's inhuman —domestics

294



'WHAT do I do when one of my children in Guguletu wants to visit me?' asks Mrs Alice Jaile.

By Glynnis Underhill

'HAVE you ever felt persecuted? We work right through the day and at night we wait for the police to come through the doors. This new legislation would be a real blow to us.' The words of Mrs Alice Jaile, chairman of the Sea Point branch of the Domestic Workers' Association, echoed the thoughts of thousands.

Duplicate keys to servants' quarters in the Sea Point area will have to be made available to any policeman or city council official at any time in terms of legislation before the Cape Provincial Council.

'To me it is a hard thing to accept. We are all human beings. I have two children who visit one at a time every six months when I can afford it. To think that they can be taken away by police at any time is very frightening. Why did they give us the rooms in the first place?' said Mrs Jakova Smith, also a Sea Point 'resident'.

LANDLORDS

The legislation, to be introduced on October 28 by the MEC in charge of local government, Mr W Bouwer, states among other provisions, that a register of 'authorised' servants occupying servants' quarters must be kept by every landlord and he will be presumed legally responsible for any 'contravention' of the law.

Mr Chris Joubert, chairman of the Green and Sea Point Ratepayer's Association which supports the legislation, said his association had tried to iron things out with the Domestic Workers' Association and be fair to all concerned. He said they felt strongly about the ordinance because domestic workers had sometimes been forced to harbour people at night. His association had sworn statements to this effect.

Maria Louwe, 29, a Sea point domestic, said she didn't like the idea of police on her property. The only time she was able to see her husband was when he came from Manenberg to see her. Now they were terrified to maintain marital relations.

The domestic workers of Sea Point are bitter. They feel they are entrusted with homes while their 'madams and masters' are away on holiday, they baby-sit the children and dogs and earn less as 'live-in' maids.

All the domestics spoken to were worried about the 'indiscriminate behaviour of the police.'

'We are worried about the police actions. How do we know who is a policeman in any case? Most of them wear plain clothes.

KEYS

'Nearly everyone has had experiences with them banging on the door in the middle of the night. They don't knock, just shout that they'll bang the door down. Now they will have keys to our rooms. Really its not human,' said one woman.

Mr Joubert said that it would have to be left to the 'good judgment of the police as to when they raided.'

Mr Joubert agreed that the employers should discuss the legislation with their employees — most domestic workers were shocked to read about it in the newspaper and were now living in fear

Cape domestics angry at plan to give keys to cops

Sun ~~Times~~ Post 19/10/80 ~~Star~~ 294

DOMESTIC workers in Sea Point are outraged at the plan to allow policemen or council officials access to keys of their rooms. They have vowed to oppose the move.

In terms of proposed legislation to go before the Cape Provincial Council on October 28:

- Duplicate keys to workers' rooms are to be made available at all times.
- Householders are to keep a register with all the workers' personal documentary details, including reference and identity numbers.

Many people interviewed said householders had already started getting their details in preparation for when the law came into operation.

Mrs Elizabeth Nthai (58), in domestic work for nearly 30 years, said: "We're human beings. How can it be right for police to be allowed into our rooms any time they like?"

A mother of two who goes to see her children every year in QwaQwa near Bethlehem in the Free State, Mrs Nthai earns R65 a month.

"They can get the keys, but we'll change the locks every time," said Margaret (24) from Bredasdorp.

Margaret, who is pregnant and earns R60 a month, said: "I've got no complaints about my three years working in Sea Point, but I'm going to fight this because it's completely wrong."

Elizabeth (29) from Upington has been with her present employers for two years.

"I'll leave my job if it becomes law that the police can come into my room any time of the day or night. I must have my own private things, and I won't stand for this," she said.

"What do they want? If I need them, I'll call them," said another domestic. "They can't come into my room unless I invite them.

"The owner of the house may hand over the key — they won't get it from me. And they have to explain exactly what they want," she said.

Mrs Naomi Ontong (55) said she did not mind the proposed legislation. On her wages of R45 a month she supports her daughter in matric at a Pniel school. A younger daughter lives with her.

"I'm a decent person and I've got nothing to hide. The police can come any time they like," she said.

"Where are the women of Sea Points when this sort of law threatens us?" asked Maggi Oewies, head of the Domestic Workers' Association.

Mrs Oewies claimed employers relied on workers to stay late and help at times like festive holidays without earning extra.

The DWA was going out daily to rally women and give them support, as there was already great fear in the community for what was in store for them, she said.

She said the association had in the past rejected all proposals to put further restrictions on the lives of domestic workers.

"These people do nothing about workers' living conditions and pay — aren't these things more important than making laws to keep Sea Point streets quiet?" she said. — **SUNDAY POST** Correspondent.

Police right to keys — protest

CAPE TIMES 23/10/80

294

Staff Reporter

A MEETING to protest against proposed legislation giving the police the right to keys of domestic workers' rooms will be held in the Cathedral Hall, Queen Victoria Street, at lunchtime tomorrow.

The proposed legislation will be considered before the Provincial Council next week.

The meeting is sponsored by the Black Sash, the Institute of Race Relations, the Domestic Workers' Employment Project, the Women's Movement for Peace, the Cape Town branch of the National Council of Women, the Civil Rights League, Mowbray Inter-Race Group and the Union of Jewish Women.

"We as women feel very strongly that women domestic workers have the right to privacy and security in their rooms which are often the only place in the world they can call their own," Mrs R N Robb, vice-chairman of the Western Cape Black Sash, said yesterday.

"If keys are given to the police or anyone else it will be a shocking invasion of privacy and will lead to a feeling of further insecurity."

Mrs Robb said that existing legislation was more than sufficient to supply the necessary control of premises.

Mrs Daphne Wilson, local chairman of the Institute of Race Relations, yesterday condemned the measure as "an appalling invasion of personal privacy".

She added that, if it became law, it could only worsen race relations in a society which was becoming increasingly polarized.

Among the speakers are Mr Herbert Hirsch, MPC for Sea Point, Mrs Yvonne Maytham, a legal expert representing the Institute of Race Relations who will explain the legislation, Mrs Susan Conjwa from Caminploy, a speaker from the Domestic Workers' Employment Project and Mrs L Josman of the Union of Jewish Women.

Representatives of other organizations will be on the platform.

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Legislation on servants, licences

27/10/80 ARGUS (294)

Provincial Reporter

LEGISLATION to control Sea Point servants' quarters, and to introduce motor licence renewals at post offices from next week, comes before the short session of the Cape Provincial Council in Cape Town tomorrow.

Tomorrow's sitting begins at 2.30 pm, but the council will meet from 10.30 am each day for the remainder of this week.

A MEASURE

Apart from legislative measures, there is great interest in whether or not the Administrator, Mr Gene Louw, will introduce any increase in motor licence and other fees.

Nothing appears on the order paper, but the Administrator could introduce a tax measure without prior written notice of motion.

The system of paying motor licence fees will also be changed by the council this week. As from November 1, all Cape motor licence renewals may be paid at any post office anywhere in the Cape.

OLD SYSTEM

Payment may be by cheque, and a renewal token will be issued immediately across the counter.

Some vehicles are still licensed under the old system, but their renewal dates will be spread as these cars are registered to new owners.

The most contentious measures on the order paper is a new section to the 1974 Municipal Ordinance, enabling strict control of servants' quarters to be enforced in any municipality or ward within a municipality.

The draft ordinance, if approved as it stands, would only come into operation in any area 'if the Administrator is of the opinion that it is necessary for the good rule and government of such area.'

The draft was drawn up following the City Council's rejection of the recommendations of both the Department of Community Development's Fouche Committee and the City Council's Sonnenberg Committee.

COMPLAINTS

These committees investigated conditions in the Sea Point and Green Point area after complaints about the influx of undesirable elements and the use of servants' quarters.

Legislation will also come before this week's Provincial Council to define more clearly the class of property which may be granted rates rebates by municipalities. At present some councils grant rebates to a particular organisation, and not a 'class of property'.

UITGEREIK DEUR DIE DEPARTEMENT VAN BUITELANDSE SAKE EN INLIGTING OP VERSOEK VAN DIE KOMITEE VIR EKONOMIESE SAKE VAN DIE PRESIDENTSRAAD

PRETORIA

24 OKTOBER 1980

Black child labour rife in W Cape claim

294 C. Times 29/10/80

By ANDILE NTEYI

CHILD LABOUR is rife in black middle class areas in the Western Cape, according to Mrs Maggie Oewies, organizer of the Domestic Workers' Association.

Singling out areas such as Belhar, Rylands Estate and Bellville South, Mrs Oewies said people from these areas go to outlying farm districts to get the children to work for them by making irresistible promises to their parents.

She criticized parents for giving in easily to the promises made by employers. However, she said, they had little choice because of the "oppressive situation on the farms".

Employers abuse the children's labour by forcing them to work under terrible conditions, she said.

"I would not even call it child labour, it is slave labour," Mrs Oewies commented.

Mrs Oewies said her association was planning to conduct door-to-door surveys of black middle class areas to try to locate the children and send them back to their parents.

The association also planned a campaign to persuade parents not to allow their children to be employed if they were under age.

"Our idea is to get the children and send them back to their parents because the parents do not know the conditions under which their children work."

In an interview yesterday, Mrs Oewies appealed to the community not to separate children from their parents by bringing them to Cape Town and ill-treating them.

"The people who employ these children should be honest with themselves and treat other people as they would like themselves to be treated," she said.

The deputy divisional inspector of labour in the Department of Manpower Utilization, Mr G J Slabbert, said that the department was not aware of such practices.

"If complaints are made to us we will definitely investigate", Mr Slabbert added.

He appealed to the public to help the department by reporting such cases.

Meanwhile, the Cape Times has discovered a 16-year-old old girl who claims to have worked for a family in Rylands Estate, near Athlone, for four years without being paid.

She made these claims when she was interviewed at a City hospital where she now works. She was given a job at the hospital after she spent about three months there after falling ill.

'I did not know'

Doreen Petersen, who comes from a farm near Swellendam, said she was brought to Cape Town by Mrs Shariefa Ismail who promised to give her employment and pay her a monthly salary.

However, Doreen claims never to have been paid. "I did not know that I could go to the labour officals and complain," she said.

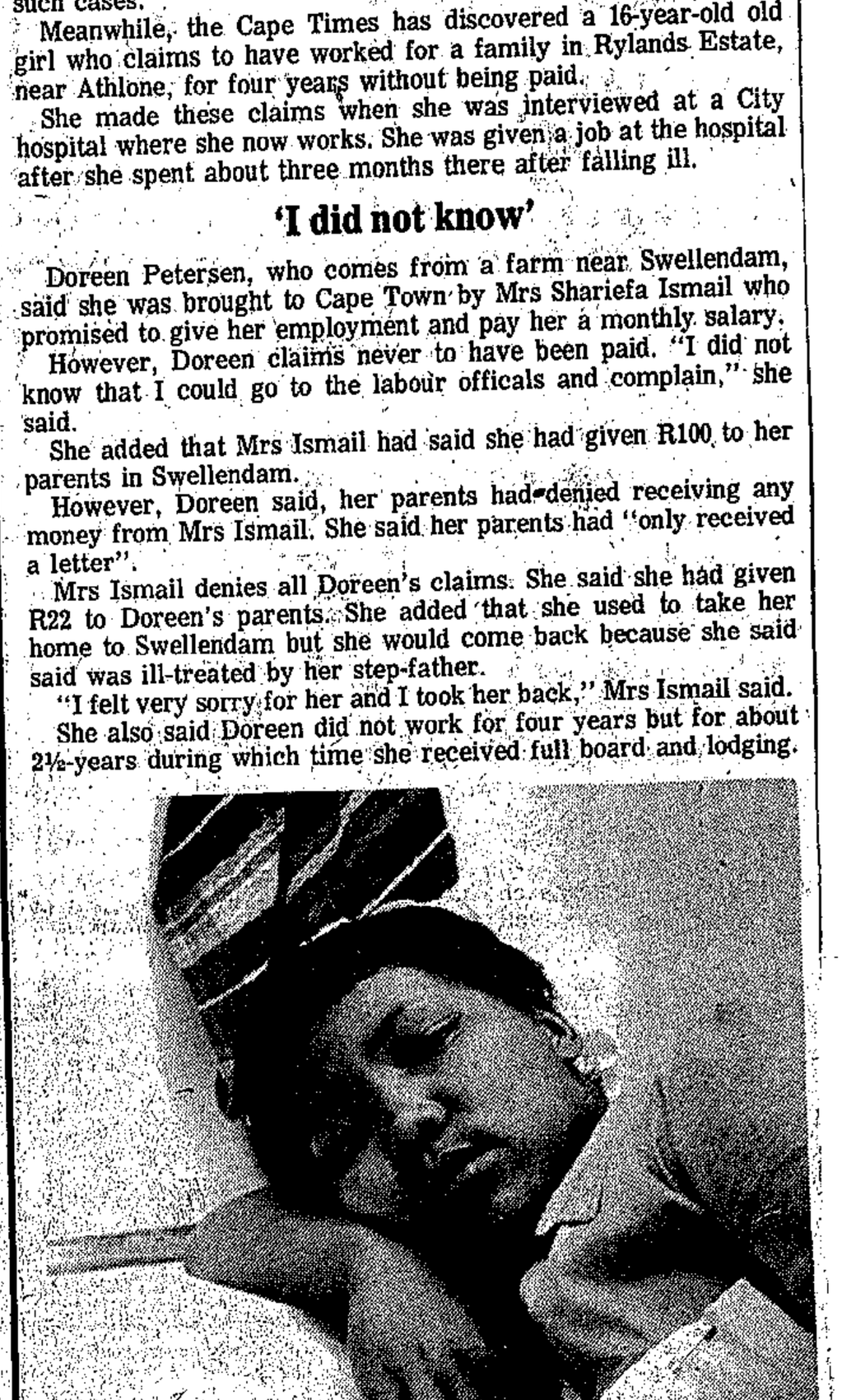
She added that Mrs Ismail had said she had given R100 to her parents in Swellendam.

However, Doreen said, her parents had denied receiving any money from Mrs Ismail. She said her parents had "only received a letter".

Mrs Ismail denies all Doreen's claims. She said she had given R22 to Doreen's parents. She added that she used to take her home to Swellendam but she would come back because she said said was ill-treated by her step-father.

"I felt very sorry for her and I took her back," Mrs Ismail said.

She also said Doreen did not work for four years but for about 2½-years during which time she received full board and lodging.



Doreen Petersen, 16, who claims she worked for a family in Rylands Estate for four years without being paid, relaxes in her room at the City Hospital, Green Point, where she now works.

Provincial Reporter

Sea Point servants: No inv of privacy, promises Admi

30/10/80 ARGUS (294)

MR GENE LOUW, Administrator of the Cape, said yesterday he would not allow misuse of the legislation to control servants' quarters, or disturbance of the privacy of servants.

Replying in the Cape Provincial Council to criticism by the Opposition to the legislation to be enforced in Sea Point and Green Point, Mr Louw said he would reconsider the implementation of this law if any misuse of it was brought to his attention.

The legislation provides that a register must be kept of the full names of authorised occupants of servants' quarters and duplicate keys made available to police or municipal officials at any time.

Mr Louw said he was prepared to amend the law in this way if it would satisfy the Opposition.

'But when we have a problem, whether it is in the streets, on the beaches or in servants' quarters, then I have a responsibility to act. I have a responsibility to the residents of Sea Point and elsewhere and I have a responsibility to the servants.

'If it ever happens that there is a misuse (of this law) by a policeman or any other person, I ask that it be brought to my attention.

'Then I will have a responsibility to decide whether I should not withdraw the enforcement of this legislation.

'I will allow no misuse that invades the privacy of the servant.' He rejected an Opposition proposal to refer the matter to a select committee for investigation.

Mr W Bouwer, MEC in charge of local government, moved the postponement of the second reading debate until today.

Mr Herbert Hirsch (PFP, Sea Point), Leader of the Opposition, proposed that the legislation should be referred to a select committee.

The PFP motion was supported by Mr F M Botha (NRP, Groote Schuur), leader of the New Republic Party.

Points made during the debate, which is due to conclude today, include the following:

Mr F van der Velde (PFP, Wynberg) said legislation intended to apply specifically to Green Point and Sea Point would not solve the underlying social conditions which gave rise to the problem.

The proposed measure was also impracticable. It provided, for example, that if the owner or troller of servants q ters was away, he ha appoint 'an official baby-sitter' to keep duplicate keys that ha be made available at time to a policeman.

An in-depth study needed.

Mr H J Kriel Parow) said the me was before the Provi Council because the Council had not a

asion istrator

because it was PFP controlled, and 'the PFP is afraid of giving offence to the coloured people.'

Mr Ken Andrew (PFP, Pinelands) said in terms of the law a baby or young child would be unable to stay overnight with its mother.

It showed a 'flagrant disregard for the humanity' of those people employed as domestic workers. They would now face the terror of having people knocking on their doors at night, not knowwhether it was the police or criminals.

Dr J J de Jager (NP, Bellville) said: 'If some municipalities refuse to do their duty, then somebody has to do it.'

There was nothing sinister in the measure.

Mr R B Hobbs (NRP, East London North), said the measure was 'premature,' and Dr T G Schlebusch (NP, Queenstown) said the law was aimed at people who should not be in the area.

Mr S M Greeff (NP, Oudtshoorn) said the law would improve the lot of domestic servants entitled to be in the area by excluding undesirable elements.

Mr R R Hulley (PFP, Constantia) dismissed suggestions that the measure would 'solve anti-social conditions.' He said it would not control those who were a nuisance, but the domestic servants of the area.

The National Party in Sea Point and Green Point had 'stirred up racial paranoia' in the areas for party political gain.

THE ARGUS, THURSDAY OCTOBER 30 1980

MINISTER OF HEALTH WELFARE AND PENSIONS
ACTION OF THE NATIONAL HEART EFFORT ON
THE PRESIDENT HOTEL, CAPE TOWN

FOREIGN AFFAIRS AND INFORMATION AT THE
HEALTH WELFARE AND PENSIONS

Servants — no visitors after midnight

31/10/80 ARGUS 294

Provincial Reporter

DOMESTIC servants living in servant quarters will not be allowed to entertain visitors after midnight, including members of their family, in terms of legislation before the Cape Provincial Council.

The Progressive Federal Party yesterday described the prohibition on overnight visits by children or husbands of domestic servants as 'completely inhuman.'

The legislation, Clause 183 of the Municipal Ordinance, can only be implemented in any municipal area or ward on proclamation by the Administrator.

Dr J T Sonnenberg

RENEWAL

The National Party yesterday rejected an Opposition appeal that any proclamation should have to be renewed annually.

An Opposition motion that notice should be given of an intention to implement the legislation in a municipal area, and for objections to be considered, was also rejected.

Although the clause may by proclamation be enforced in any municipal area, it was made clear in the Provincial Council debate that the legislation was intended to be enforced in Sea Point and Green Point.

AMENDMENT

The original clause banned visitors in servants' quarters from 10 pm to 8 am, but a motion by Mr H J Kriel (NP, Parow) was accepted, amending it to midnight to 8 am.

The PFP proposed an amendment that this ban on visitors should not apply to immediate relatives, such as children or husbands.

Mr R R Hulley (PFP Constantia): 'How would you like there to be a law to make it impossible for you to have a member of your family overnight?'

Dr W C Wolan (NP, Moorreesburg): 'They can, up to 12 o'clock.'

Mr W Bouwer, MEC in charge of local government, rejected the amendment. 'All their (PFP) amendments are aimed at watering down this legislation,' he said. 'If we want the legislation to work, we must accept it as it stands.'

Mr Herbert Hirsch (PFP, Sea Point), leader of the Opposition interjected: 'It won't work anyway.'

Mr Bouwer also rejected an Opposition proposal that a servant should not be defined as a person 'employed in a full-time capacity' but as one 'employed in a regular capacity.'

NOT FULL-TIME

Dr J T Sonnenberg (PFP, Green Point) said there were many bona fide servants who were not in 'full-time employment of a single employer, but worked on a regular basis once a week for each of a number of employers. As the law now stood, they would be illegal occupants of servants' quarters.

During the committee stage, the PFP was supported by the New Republic Party in a number of divisions on disputed clauses.

The opposition also voted against a clause placing the onus on the person in charge of servants quarters to prove his innocence, in the case of a contravention relating to the 'physical presence' of any other person in the servants' quarters.

Control on servants 'draconian'

Cape Times 1/11/80 294

Staff Reporter

THE OPPOSITION leader in the Provincial Council, Mr Herbert Hirsch, yesterday described provincial legislation on control of servants as draconian, superficial and ill-conceived.

Mr Hirsch, Progressive Federal Party MPC for Sea Point, one of the likely areas affected by the measure, was interviewed after the legislation was passed on the final day of the short council session.

The PFP opposed the measure at every stage, objecting to the limitations on servants and rejecting provisions which could lead to law-abiding employers or servants being disturbed at night by police or municipal officials.

Mr Hirsch said the ordinance, which will probably become law later this year, focused unfairly on servants in areas with socio-economic problems and contained a section with apparently contradictory provisions.

It contained so many technical weaknesses that it would either be unenforceable or would have to be amended substantially. It could also make it burdensome to employ domestic servants, resulting in hardship for servants and their families who lost income and for old or frail people who needed assistance.

"If it is fully implemented, it is ill-conceived in concept and the effects will be draconian, both on employers and employees and on visitors who in every other respect are law-abiding citizens."

Spelling out the effects of the measure, which can be applied to selected areas by the Administrator, Mr Hirsch said only authorized servants would be allowed to occupy servants' quarters. Both servants and employers could be penalized where unauthorized occupation was discovered.

Employers would have to keep a duplicate key to the servants' quarters and a register with the full names of their servants and their reference, identity or passport numbers. These could be demanded at any time between midnight and 8 am by any policeman or municipal employee, without reason being given and without their being any disturbance or nuisance from the servants' quarters.

Where people with servants were out late at night or away, they would have to appoint a "representative" to be on the premises to produce the key and register on demand.

"The representative can be the servant, but it is going to be very difficult to find another representative because of the legal requirements. The representative can himself be penalized as it will be presumed he knew unauthorized persons were on the premises, or could have prevented it, unless he can prove the contrary."

The situation in servants' quarters in high-density urban areas was by no means perfect, but this measure would not solve the problem.

"What is needed is a professional and in-depth investigation to establish causes and suggest remedies rather than a superficial approach such as this," Mr Hirsch said.

New law could stop late nights

CAPE TIMES
1/11/80
294

By MICHAEL ACOTT

HOUSEHOLDERS or flat-dwellers who cannot find someone to stay on their premises to produce a key to their servants' quarters may not stay out after midnight, the Provincial Council heard yesterday.

Mr Willem Bouwer, MEC in charge of local government, was replying to a Progressive Federal Party objection to legislation on servants' quarters. The measure passed its final stages yesterday and will probably become law this year.

It can be applied selectively to any Cape municipality or ward, and limits occupation of servants' quarters to specifically-authorized servants. It was aimed mainly at the Green Point and Sea Point areas, and is likely to be applied there first.

PFP councillors fought the measure at every stage, describing it as ridiculous, unworkable and an inhumane apartheid measure. Nationalists maintained that it was necessary to control undesirable and unwanted people and to make owners or tenants legally responsible for what occurred on their premises.

One of the issues debated yesterday was the obligation of employers to keep available a register of servants and a key to the servants' quarters. These may be demanded at any time between midnight and 8 am by police or municipal officials in areas where the legislation is

Where the employer is away or out during these hours, he must appoint a "representative" who will stay on the premises and keep charge of the register and key.

Mr Roger Hulley (PFP Constantia) said it was difficult enough to find a paid babysitter, let alone a "keysitter" liable for legal penalties unless he could prove that he could not have prevented unauthorized occupation of the servants' quarters.

Withdrawal

Mr Bouwer said that employers could appoint their servants as their representatives when they were out or away.

"If an owner cannot get a representative, he cannot go out," he stated.

Mr Bouwer withdrew a previous amendment which would have required people to have a representative on the premises even if they had no servants' quarters or used the rooms for other purposes.

This was replaced with a provision that, where both employer and servant were out, or the servants' quarters were unoccupied, it would be sufficient to leave the rooms locked.

A second part of the amendment, however, requires owners of "common property", with or without servants' quarters, to have a representative on the property between midnight and 8 am. Mr Herbert Hirsch, opposition leader in the council, said afterwards that this had not been noticed at the time and the two provisions of the amendment might be contradictory.

Nationalist speakers accused the PFP of publicity-seeking, time-wasting and raising "impossible situations" in an attempt to ridicule a serious and necessary measure which PFP city councillors had done nothing to combat.

PFP speakers maintained, however, that the measure was shoddy and all-embracing and would cause racial polarization.

● **Control on servants 'draconian', page 3**

A spur to the conscience of the 'madam'

The Oxford synagogue in Riviera recently presented its members with a "conscience pricking questionnaire" on domestic workers — and got results.

Since Rabbi Norman Bernhard's two sermons at Yom Kippur on race relations and the circulation of the questionnaire through the congregation, the synagogue's Social Action Committee (OSSAC) has started various projects.

It has undertaken to improve local living conditions, provide social and recreational facilities, adult education, a legal aid service, medical and dental services and an insurance service for domestics.

Rabbi Bernhard said an important function of OSSAC would be a "consciousness raising programme" for white employers.

FLAIR reproduces the entire questionnaire below. How do you shape?

"ROSH Hashanah and Yom Kippur are times for Cheshbon HaNefesh — Self-Examination and Spiritual Stock-taking. To help you with this process, we have prepared this questionnaire covering one important aspect of our lives for which we are surely judged by G-d, the Creator of us all — our social responsibility towards our fellow-men, and particularly towards the disadvantaged majority of our fellow South Africans.

"There is nothing to fill in and return. Just consider carefully these questions and your personal answers. How do you shape?

1 Is your domestic staff's work-load realistic, or are they overburdened?

(ie. Do you employ a sufficient number of domestics to cope adequately with your home — considering, eg. the number and size of rooms, number of adults and children living there, the size of your grounds, number of cars to be cleaned, pool care, etc?)

2 What are your domestic's working hours and duties?

3 How often do they have to work late at night?

4 How often do you entertain?

5 What are your domestic's 'off' times?

6 Does your domestic get annual leave and, if so, how much?

7 What salary do you pay your domestic? Do you give annual increments?

8 Do you assist your domestic with medical expenses, insurance, etc. and does your domestic have a pension scheme?

9 Have you ever inspected your domestic's living quarters, ablution facilities, etc? Are you satisfied with their adequacy?

10 Are there any recreation rooms for blacks on your premises?

11 Do you know your domestic's 'Christian' and tribal first names and surnames?

12 Do you know what family your domestic has?

13 Do you know what your domestic's family obligations are?

14 Does your domestic feel free to come to you with personal problems, and do you try to help with these problems?

15 If you have children, do you ensure that they treat the domestic staff with respect?

16 Do you ever discuss the black/white situation in callous terms in front of your staff as if they were not present?

17 Do you ever make derogatory remarks about blacks in their presence?

18 Do you allow your staff to listen to the radio and watch TV, or have you perhaps provided them with their own sets?

19.Does your domestic staff receive any 'fringe' benefits, eg. holiday allowances, tuition in sewing, cooking, advancing their academic education?

20 Do you understand or speak an African language, and show understanding and respect for their customs?"

14/4/80 294

CURRICULUM VITAE

Klaas van der Poel

Has a degree in Opera
been with Shell Intern
as an international c
His experience include
financial management,

He has taught courses
Research at the Busine
Stellenbosch.
He is recognised as a
Society of South Afric
design of industrial s

SERVANTS' ROOMS 'HIRED AS BROTHELS'

Weekend Argus Reporter

MR C J Veldtman, National Party MPC for Durbanville, yesterday accused 'unscrupulous' (gewetenlose) landlords in Sea Point of hiring out servant quarters for use as brothels.

He was supporting the new provincial law to control occupation of servants' quarters.

Mr Veldtman said the law would enable the removal of loiterers, criminals and prostitutes, and so would protect law-abiding servants.

He said unscrupulous landlords hired out their servants' quarters for use by prostitutes.

Mr Ken Andrew (PFP Pinelands) said: 'If the member really thinks that there aren't laws that cover prostitution in South Africa, he'd better start reading his law books.'

Mr Andrew said one effect, acknowledged by the National Party, was that if after midnight a wife and husband were found in bed together, both would be arrested and prosecuted, and so would their employer.

Mr C van Aardt (NP, Somerset East) said the legislation was necessary because 'the Cape Town City Council has failed to do its duty.' It would improve conditions in Sea Point.

Mr W Bouwer, MEC in charge of local govern-

MAIDS' KEYS CAN OUTLAW MADAMS

1/11/80 Argus. 294

Mr Ken Andrew

Weekend Argus Reporter

HOUSEHOLDERS and flat-dwellers in Sea Point will be breaking the law if they do not appoint an official 'baby-sitter' for duplicate keys to their servants' quarters, if they are out after midnight or away on holiday.

The 'criminal act' of residents who have no 'baby-sitters' for their keys is additional to the presumption of guilt if the quarers are occupied after midnight by unauthorised people. This emerged during debate on the new law in the Cape Provincial Council yesterday.

MR W BOUWER . . . amended original provisions.

ters, a policeman might have to wake everybody in a block of flats to find out who was 'the person in charge of the premises,' who had the duplicate key and servants' register.

AMENDED

Mr Willem Bouwer, MEC local government, amended the original provisions so that an employer may now remain out after midnight if he has no 'sleep-in' servants' quarters or the quarters are locked and unoccupied.

Alternatively, he may appoint the servant as his representative to keep the register and keys during his absence but not when he is at home.

The PFP fought the measure through each of its nine clauses, including that which states that the law will be enforced in any municipality or ward only on proclamation by the Administrator when he felt it necessary.

The PFP wanted the measure amended so that creating a nuisance or committing an offence in servants' quaters was unlawful, while the law now makes 'unauthorised' physical presence in the quarters between midnight and 8 am the offence.

REVIEW

According to the Opposition, the mass of rules and regulations made the legislation 'unworkable'.

Mr Bouwer said: 'If it appears that practical problems develop which we do not envisage, we will review the legislation. If amendments are necessary, we will deal with them.'

Opposing the third and final reading, Mr Herbert Hirsch (PFP, Sea Point) Leader of the Opposition, said the 'tragedy of the legislation is that members on the other side (NP) don't appreciate that the effect of this ordinance will be to aggravate the position.

'The Administrator felt most sincerely there should be no invasion of privacy. I think the MEC (Mr Bouwer) also wishes that not to happen. But I believe that is what will happen.'

ment said the law was designed to end the present unsatisfactory situation.

It would make Sea Point a pleasant area.

The PFP called a division on the final approval of the legislation.

The measure was approved by 35 (NP) to 6 (PFP).

The two New Republic Party members were absent during the later debate and the final vote.

ID NUMBER

The only authorised occupant of servants' quarters may be a 'full-time' employee whose name and identity number appear in a register which the employer must keep.

Between midnight and 8 am each day the servant is prohibited any visitors, including her husband, children or other family members — no unauthorised person may be 'physically present' in the quarters during these hours.

During these hours, too, the employer must — and the law is emphatic — 'at

MR HERBERT HIRSCH
. . . ordinance will aggravate the position.

all times, on such premises' keep both the register and duplicate keys to the quarters, and make them available to any police officer or any employee of the municipal council.

DUSTMAN

'An employee of the council could even include a dustman or street cleaner' the Oposition Progressive Federal Party said in yesterday's debate.

Mr Ken Andrew (PFP, Pinelands) said this section of the law read like a 'chamber of horrors.'

Wanting to get into a particular servants' quar-

18/11/80 ARGUS

'Keys' complaints to be probed

294

Consumer Reporter

GREEN and Sea Point Ratepayers' and Residents' Association is to form an 'ombudsman' committee to investigate complaints that the controversial 'keys by law' is being abused.

The by-law, passed by the Provincial Council at its last session, is not yet in force.

When it comes into operation early next year people responsible for maids' rooms will have to have a duplicate key which they must produce to the police on demand.

The Domestic Workers' Union claims that some employers are already anticipating the by-law by calling the police to investigate their maids' rooms.

Mr Chris Joubert, chairman of Green and Sea Point Ratepayers' and Residents' Association, said he had investigated a complaint that one employer called on his sick maid at the weekend accompanied by police officers.

'The employer was Mr Percy Karbet, owner of Curzon Place,' he said. 'He told me he had called at the room because he was concerned when his maid did not arrive at work.

'He is an elderly man and he wanted the police to accompany him. The police left as soon as the maid answered the knock at her door.

'My association has decided to form a committee of three, one a justice of the peace, to look into any complaints that the "keys by law" is being abused when it comes into force.

'Maids will be able to complain and their complaints will be investigated.'

Mr Karbet said: 'I was worried about my maid because I had not seen her or heard from her for several days.

'I asked the police to accompany me because I do not go to a maid's room alone. I am a bachelor.'

● **Handbook to try to bridge gap — Page 5.**

'Key law': 10 000 pamphlets sent out

Cape Times 17/11/80

(294)

Staff Reporter

MORE THAN 10 000 pamphlets were distributed to Green and Sea Point domestic servants by the Domestic Workers Union at the weekend as a reaction against employers in the area who have allegedly taken the law into their own hands.

Some employers in the area have apparently called Sea Point police to check whether their servants have "illegal" visitors in their rooms.

This means that they have begun implementing the controversial "key law" which has been passed in the Provincial Council but not yet gazetted.

The leader of the DWU, Mrs Maggie Oewies, said that the pamphlets had been distributed to inform workers that employers had no right to enforce the law prematurely.

"Unless employers stop what they are doing and realize the suffering they inflict on their workers, the Domestic Workers Union will take further action," she said. She did not specify what action would be taken.

A case came to the attention of Mrs Oewies in which Mrs Paulina Titus, 53, fell ill last week. Her employer called the police to her room. Mrs Titus, who earns R50 a month, said she was humiliated. "I was expecting my master to bring me food as I was ill. . .instead he brought the police." Her employer yesterday reportedly refused to comment.

Mrs Maggie Oewies said: "I have been called by workers who say that their employers refuse to discuss the 'key law' and hide newspapers from them. It has become clear that the employers of Sea and Green Point want this law so badly that they have started enforcing it before it has been written in the law books."

The legislation, passed a month ago in the Provincial Council, limits occupation of servants' quarters to authorized servants. It was aimed primarily at the Sea and Green Point Areas and is likely to be applied there first.

Nationalists in the Provincial Council, passing the legislation, maintained that such laws were necessary to control undesirable people and to make owners or tenants legally responsible for what occurred on their premises.

No decent recreation areas

Mrs Oewies said that many of the so-called "undesirables" hanging around on street corners were in fact workers in the area who had no decent recreation facilities.

"What many people fail to realize is that the suspicious-looking fellow who sits on the street corner may be the waiter in crisp white that served them five minutes ago in a five-star hotel. When these workers take off their white gloves, where can they go?"

Police at Sea Point said yesterday that they did not have information available regarding employers calling them to servants' quarters.

Dr John Sonnenberg, MPC for Green Point, said last night that he was not aware of employers harassing workers and preferred not to comment on the case of Mrs Titus. He said that the new legislation governing servants' quarters would be made law only in January, as it would take about three months to be processed.

19/11/80 ARGUS

Sea Point keys law defaulters face jail and fine

Provincial Reporter

BOTH employers and servants who contravene the 'keys' ordinance when it is enforced in Sea Point and Green Point will face a maximum penalty of R200 or six months' jail — or both.

And for a 'continuing offence' relating to unauthorised use of servants' quarters or unauthorised visitors, the employer and employee may be fined R5 (or five days) for each day the offence continues.

This is the penalty laid down in the municipal ordinance and which will apply to Section 183, the new 'keys' law, when it is enforced in Sea Point, Green Point or any other municipal area.

Section 183, approved by the Cape Provincial Council last month, is not yet law. But it is expected to be enforced before Christmas if the legal procedures for its enforcement are not delayed.

It must still receive the assent of the State President, after which the Administrator must proclaim it in the Cape Provincial Gazette.

GOOD RULE

Once the law has been proclaimed the Administrator may, even on the same day, issue a separate proclamation enforcing Section 183 in Green Point and Sea Point (Ward 1, Ward 2 and possibly Ward 3 of the Cape Town Municipality).

Section 183 will only apply in any municipal area or in any ward 'if the Administrator is of the opinion that the application of such provisions is necessary for the good rule and government of such area, ward or wards for the convenience, safety or comfort of the inhabitants of such area, ward or wards.'

He must, in the proclamation, name the areas in which Clause 183 will apply and set a date for their enforcement.

When Section 183 has been enforced, no employer of a domestic servant may allow any visitors or other 'unauthorised persons' to be physically present in the servant quarters between midnight and 8 am.

REGISTER

He must keep a register of all 'authorised' servants, their names and reference book numers and the date from which they were authorised to occupy the quarters.

The employer or person in charge of the premises may also not be absent from home between midnight and 8 am, as he must at all times keep 'on such premises' the register and duplicate keys and make them available to 'any police officer or any employee of the council.'

UIF blow for domestic and farm workers

By STEVEN FRIEDMAN
Labour Reporter

DOMESTIC and farm workers seem set to remain excluded from the provisions of the Unemployment Insurance Act.

This emerges from Report Three and Report Four of the Wiehahn Commission, which deal with "employment and social security".

At the same time, the Government has opposed a suggestion that all workers, regardless of income, should be permitted to benefit from the Act. At present, only workers who earn less than R800 a month qualify for unemployment insurance.

But it has approved a recommendation that all races be eligible to sit on the committees which consider requests for unemployment benefits as well as on the Unemployment Insurance Board, which administers the Unemployment Insurance Fund.

And it has also undertaken to investigate "contingency plans" to fight unemployment.

In the reports, the commission says it received "a plea" that farm and domestic workers be covered by the UIF.

These workers do not have any Government protection if they lose their jobs and are the only categories of black workers excluded from UIF benefits.

However, it made no recommendations on this issue, which means that the present exclusion of these workers is likely to continue.

Officials have argued that it is impractical to include these workers because it would be difficult to collect UIF contributions from them.

The reports were released yesterday together with a Government White Paper responding to them. The Government has accepted most of the commission's recommendations.

The White Paper appears to oppose, however, the suggestion that the R800 "ceiling" on unemployment insurance benefits should be scrapped. The commission proposed that the Unemployment Insurance Board examine this proposal.

This could have led to all workers being covered by the Fund.

© See Page 2.

Caned workers tell their story

By MARIKA SBOROS

THREE Hartbeespoort men spoke yesterday of the humiliation they suffered at the hands of a headmaster who caned them because they did not clean the school hall well enough.

The men, all cleaners at the General Hendrik Schoeman Laerskool in Hartbeespoort, received two cuts each with a cane from the principal, Mr Piet Smit, on Monday morning.

Parents and teachers reacted with shock when they heard about the incident.

Mr Smit said he would comment on the incident after he had explained to the circuit inspector, and the Transvaal Education Department.

Mr Wilson Baloyie, 36, the first man to receive two cuts, said it had been a very painful experience.

"We felt humiliated. He treated us as if we were children," he said.

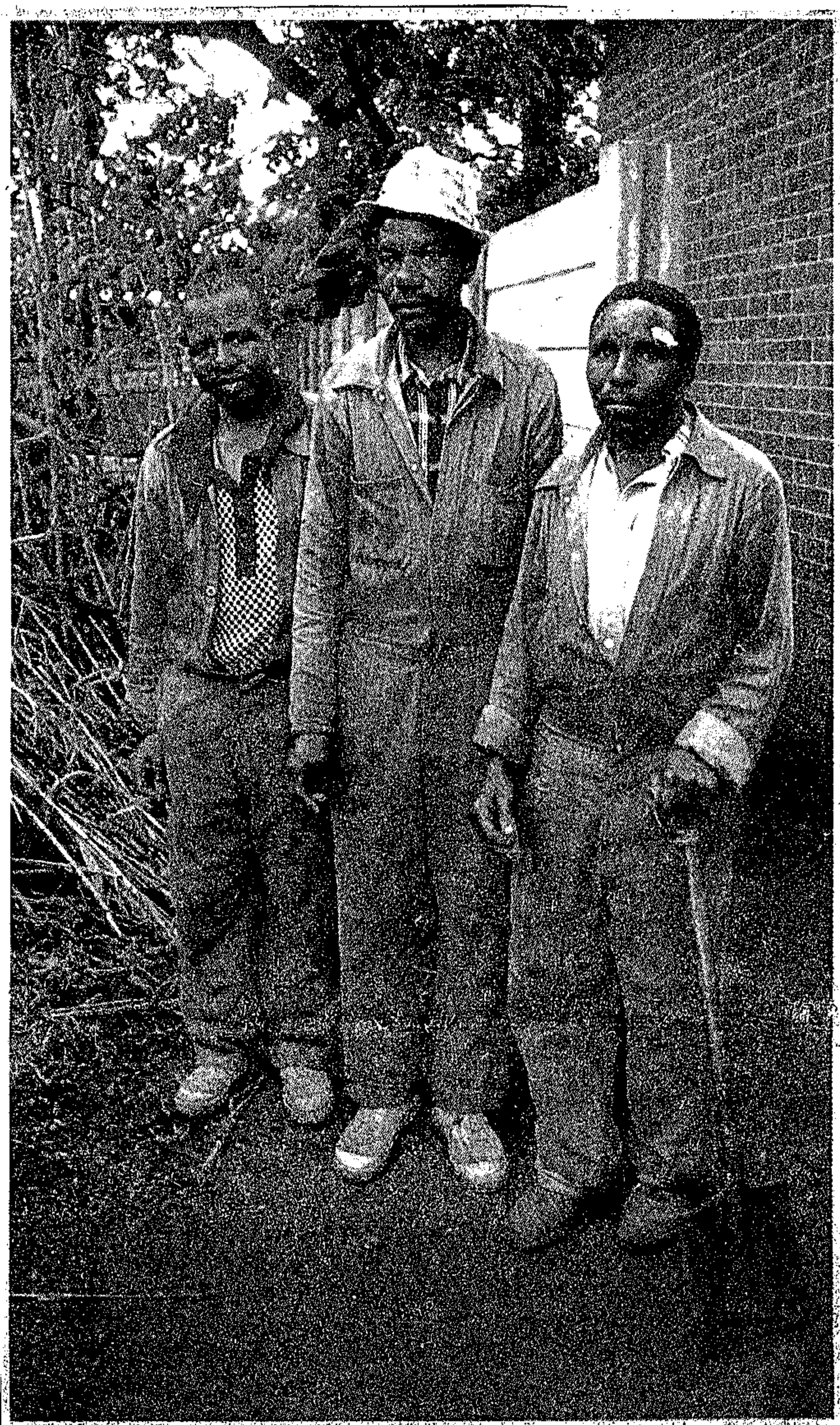
Mr Alpheus Masetla, 47, said he, Mr Baloyie and Mr Jonathon Phandavhudzi, 44, were called into Mr Smit's office on Monday morning.

After the men had offered explanations about the condition of the school hall the principal told Mr Baloyie to remain behind, and the other two to wait outside.

"He made me bend over and he gave me two cuts with a cane," Mr Baloyie said. Mr Smit then caned Mr Masetla and Mr Phandavhudzi.

The men said they had not laid a charge of assault against Mr Smit, because "we are scared of him, and don't want to lose our jobs".

A spokesman for the Transvaal Education Department said no complaint had been received to date, and that the case would be judged on its merits. The circuit inspector of Education at Rustenburg, Mr H G Pistorius, said the incident was being investigated.



The three men caned by a Hartbeespoort school principal because they did not clean the school hall to his satisfaction: From left Mr Alpheus Masetla, 47, Mr Wilson Baloyie, 36, and Mr Jonathon Phandavhudzi, 44.

Pictura: NOEL WATSON

Three of the best!

Tribune Reporter

THREE middle-aged men had a sharp reminder of their schooldays when the headmaster of an Afrikaans primary school at Hartebeespoort, near Pretoria, caned them this week.

The men, cleaners at the General Hendrik Schoeman Laerskool, each received two cuts from the headmaster, Mr Piet Smit, because they did not clean the school hall well enough.

Alpheus Masetla, 47, Wilson Baloyie, 46, and Jonathan Phandavhudizi, 44, were summoned to the office on Monday morning.

"Mr Smit asked why the hall hadn't been cleaned properly over the weekend. He said we got paid a lot of money and he wasn't even going to talk about it," Wilson said.

The other men were sent from the room.

"I was told to unbutton my overall and pull them down around my ankles. Mr Smit asked me whether I had more than one pair of trousers on. When I said I hadn't he made me bend over the chair and caned me."

The canings were watched by one of the senior teachers, a Mr Du Plooy.

"When he hit me it was so sore I cried out," Jonathan said.

"We are not school-children. We are men with families. It was humiliating and we are frightened he will now do it whenever he is dissatisfied with our work."

Wilson said he was quitting his job, because he did not like the way he was treated.

"I have worked here for 10 years, Alpheus and Jonathan for 13 years. Mr Smit has been here for seven years and there has been trouble with him. But all the years before he came there was no trouble, we never got hidings.

"How can I go home and tell my wife and friends I got a hiding at school? I would be too ashamed."

The men said they had not reported the matter to the police because they were afraid the police would "chase them".

Powerfully-built Mr Smit refused to discuss the matter with the Sunday Tribune. A spokesman for the Director of Education said the department would not comment on disciplinary matters.

"Each case is dealt with on its merits and in accordance with the regulation," he said.

CANED: Alpheus Masetla, Jonathan Phandovhudzi and Wilson Baloyie

HERS

THERE has been a recent spate of booklets and pamphlets dealing in subjects relating to African women and to black domestic workers. One of the most informative booklets — and written locally — will be published approximately towards the end of February in Pietermaritzburg.

The booklet has been written by Bridget Morrell, Corresponding Member for Women and Employment with the Pietermaritzburg branch of the National Council of Women (NCW).

'I have written the book primarily as a service to both the black and white women of South Africa,' she said. 'My ultimate dream is to have it distributed throughout the country, obviously with suitable provincial changes to the text, and to have it translated into Afrikaans.'

You and Your Domestic Worker, an Alphabetical Guide, issued by the Pietermaritzburg Branch of the NCW, printed by Shuter and Shooter, will be distributed throughout Natal and Zululand at 10c a copy.

Illustration from *The African Woman's Handbook on the Law.*

To help you with your help

The booklet deals with all aspects relating to the employment of domestic workers and attempts to explain some of the more perplexing situations that can exist between worker and employer. 'Customs', for instance, explains that it is considered impolite for a Zulu to speak loudly to a superior — 'so if you cannot hear what your domestic worker says, ask her to speak up. It is difficult for her to break so ingrained a habit, so be patient.'

This section also deals with bereavement and the consequent time that it is customary to take off work, saying 'yes' when 'no' is what is meant, addressing adults as *boy* or *girl*, admonishment and being evasive.

The booklet also considers terms of employment, what the employee should reasonably be expected to do (and why local custom may work against an employer if, for instance, a woman gives a male gardener instructions).

Information on where to obtain courses in Zulu, addresses of Centres of Concern in Pietermaritzburg and laws relating to employment of domestic workers are given.

The Domestic Workers' Handbook, has been compiled by Maggie Oewies, a domestic worker from the age of nine and founder of the Domestic Workers' Association in Cape Town.

'We have tried to clarify the work done by the domestic worker by covering topics such as general housework and cooking,' says Maggie, 'but we have also included subjects such as child care, looking after the elderly and tips on how to deal with visitors.

'One of the aims of the booklet has been to try and bridge the huge communication gap that exists between employers and their domestic workers. We have included a sample contract which should be signed by both. It covers wages, time off, annual wage increases and details of the duties expected.'

Further information can be obtained by telephoning Judy Olivier, Fair Lady, telephone ☎ 436886.

The South African Institute of Race Relations has just issued *The African Woman's Handbook on the Law* by Carole Cooper and Linda Ensor at a cost of R1 per copy, obtainable locally from the Institute of Race Relations, Guildhall Arcade.

'It has been said that the worst thing that can happen to anyone in South Africa is to be black and to be a woman. This applies particularly to African women, who not only have to cope with laws discriminating against them because of their race, but also with laws which discriminate against them on the grounds of their sex,' says the foreword.

The booklet deals, in clear detail, with the pass laws, housing, the 99-year lease, marriage, bringing up children, the death of a husband, divorce, making a will, workers' rights and hire purchase.

Addresses of where to go to obtain help in applying for Section 10 rights (the right to live and work in a prescribed area) are included for the Republic, as are addresses of the Legal Aid Boards and The Black Sash offices.

Jennifer Crwys-Williams

"Are conditions not bad enough already?"

S. Tribune 294 262 23 7/12/80

The cruel key law

Domestic workers won't be allowed visitors — not even a baby — after midnight

By TONY SPENCER-SMITH

THE notorious "key law" — described as a "chamber of horrors" this week by Cape Provincial Councillor Ken Andrew — could come into force in Cape Town's teeming Green Point and Sea Point suburbs before Christmas.

Passed at the last Provincial Council session, the ordinance awaits only the State President's signature and gazetting before becoming law.

It is undoubtedly a draconian piece of legislation, in even South Africa's repressive legislative history, and will bring hardship not only to domestic workers but also their employers.

It will force all employers of maids to keep a register of their servants and keep a key to young sons and daughters are at school in Transkei or Ciskei, they won't be able to come and spend a few days with them during holidays.

"Are the conditions under which these people have to live not bad enough already without this as well?"

The MEC in charge of local government, Willem-Bouwer, denied this week that the legislation was draconian. He said this was just the picture the

available for the police or city council employees at all times of the day and night.

Mr Andrew said that in terms of the "key law":

• A domestic worker will not be allowed a single visitor to her quarters from midnight to 8am — be he husband, baby or close friend.

• The police and any council employee — from streetsweeper up — will be able to demand a key to the servant's quarters from an employer at any time of the day or night.

• An employer who is out after midnight and has not appointed a "babysitter" for the servant's quarter key — if the servant is at home — will face heavy fines and even jail. Ironically, the "babysitter" can be the servant herself.

Turfed out

• Many old people and others will be deprived of their servants and large numbers of domestic workers will have to be turfed out of work and the only homes they have.

• Employers will have to continually check to see their servants are alone.

Ostensibly the law is intended to fight lawlessness in these crowded areas — but Mr Andrew, who is the PFP's parliamentary candidate in the Gardens constituency — said this week it would not help at all and he believed it was politically motivated.

Both suburbs are opposition territory, with PFP provincial councillors and MPs.

Mr Andrew said: "It is in the interests of certain Nationalists in the area to create as much rightwing paranoia as possible for the sake of their party."

He said the law was absolutely iniquitous, a piece of inhuman legislative rubbish.

"The domestic workers in the area are normal human beings who live in their rooms the whole year.

"Now they will not even be able to have their babies with them. If their husbands work late, they'll never see them. If their

husbands

Asked about domestic workers who would not be able to see their husbands and family, he said control would be impossible if exceptions were made.

"If you start with exceptions, where will it end? How did one get the situation in these areas in the first place?"

Mr Andrew said that in terms of the legislation, only domestic workers in the full-time employ of one employer would be able to occupy the servant's quarters.

"But many of those living in the area do charring work for a number of different employers.

"Now if the authorities nab some people on that basis and impose severe penalties, a lot of people will get rid of their chars.

"In many cases this will be old people who need domestic workers on a part time basis to help with the heavier domestic chores."

He said that as the legislation did not require supervisors of blocks of flats to have a list of all servants living there, it was easy to envisage cases where police wanted to investigate a certain servant's room but did not know to which flat the room was attached.

R200 fine

"So now they'll start coming to big blocks of flats at 3 in the morning and banging on flat doors, waking up people, to ask if the particular servant's room belongs to them."

In terms of the legislation, both employers, and their servants face R200 fines, six months jail or both.

In the case of a "continuous offence", the employer and employee may be fined R4 or (five days) for each day the offence continues.

The Administrator of the Cape will be able to apply the law, if he wishes, in any other area besides Green Point and Sea Point.

Centre concerned with race relations

A channel to provide better race relations is how Mrs Sue Prins describes the Bryanston Centre of Concern.

The centre, one of the first in the country, is funded by four churches and a grant from the Sandton City Council.

It offers various classes to blacks, such as typing, mathematics, cooking, woodwork, tailoring and literacy.

"We are sometimes not quite sure who teaches who here," Mrs Leah Tutu, director of the Domestic Workers' and Employers' Project said during the centre's annual prize-giving last week. "But what we are sure of is that we all have a tremendous amount of fun."

She found it disappointing that there were no black women at the centre teaching white woman skills such as cooking putu or speaking Tswana.

"We can offer whites beautiful handcraft skills but we think it old-fashioned because our grandmothers used to do it," she said.

She appealed to black woman to offer their services to the centre.

grants), one can discern not the usual single earnings mode but three widely separated peaks :

i) I - associated with agriculture, both on white farms and in homelands

ii) II, IX - associated with mining and services

iii) III-VII ployment

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Figure 1 sh y the discrepancy is between and from employment in the termediate incomes are in the lower ranges of t its). This makes it pl at labour bureaux passively a argue that administrat nand for African labour take gmented economy. This system ltural interests; it also has ussed in the following :

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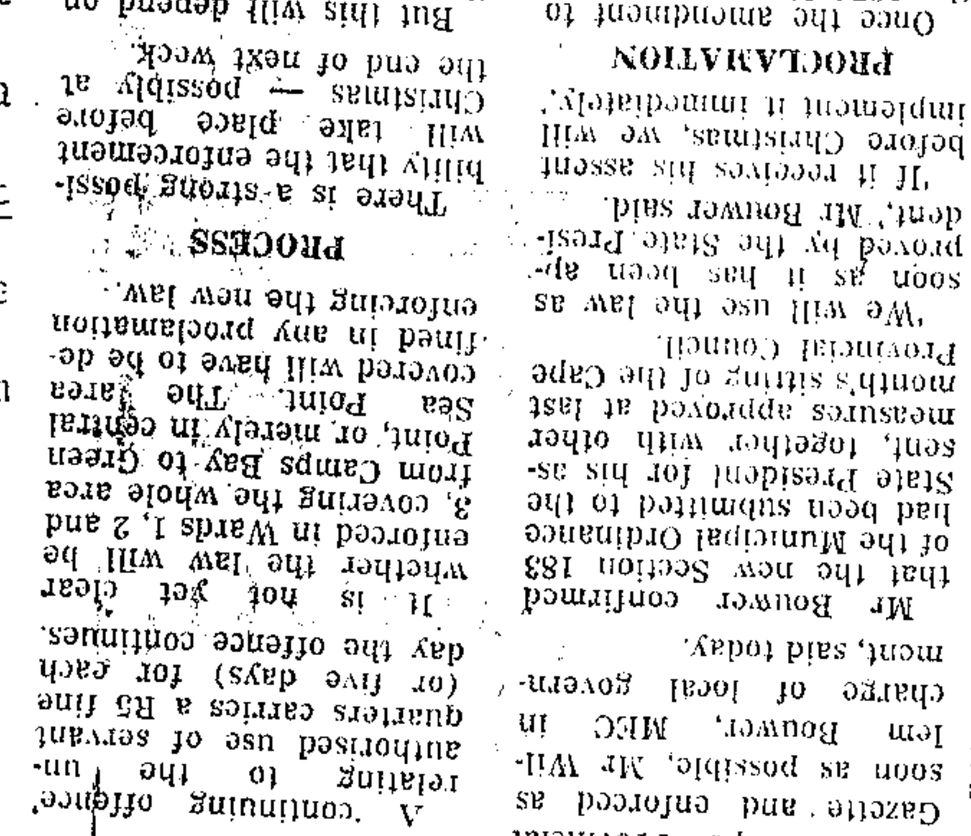


Christmas alone in sight for domestics

DOMESTIC workers in Sea Point and Green Point will be unable to leave their rooms after midnight on Christmas Eve to wish friends a 'Happy Christmas' if the Provincial Council's keys and register legislation is enforced before December 24.

Not only will employees be confined to their rooms, but employers will also have to be on their premises from midnight to 8 am to ensure that there are no visitors in the servants' quarters over this time.

Both employers and servants who contravene the keys ordinance will face a maximum penalty of R200 or six months jail or both under existing proposals.

The legislation is not yet law — but it is expected to be enforced before Christmas.

'And that's what domestic workers in Sea Point and Green Point have to look forward to at Christmas,' says Maggie Oewies, chairman of the Domestic Workers' Association.

'Some are practising Christians. Is it so wrong that they want to wish one another a happy Christmas. Is it illegal to do so?'

FOREBODING

There was a sense of foreboding among domestic workers in the area. Those who will be looking after their employers' homes while the occupants are away on leave in the festive season are living in fear of police raids.

Who will look after the duplicate keys while the employers are away? This means that police will force entry and nobody wants to open their doors to complete strangers after midnight,' Miss Oewies said.

A meeting of more than 90 domestic workers from Sea Point and Green Point at the Church Street head office of the Domestic Workers Association last week showed the fears and rumours that have grown out of the new law.

'If this law is passed does it mean that I won't be able to visit my friend, whom I've known for 27 years, after 12 pm?'

'I've always gone across to her room and we've taken out our best cups and wished each other a happy Christmas and discussed our families over a cup of hot tea,' one of the workers said.

Another said that she was worried about the fact that her employers were leaving for Switzerland on December 19. She had asked what was to become of her if the law was enforced and who would look after the key.

FRUSTRATION

'Please don't frustrate me' was the only reply she was given.

'If they find that frustrating, imagine how frustrated the workers are. Most of them are separated from their families over Christmas, left behind to mind the home and pets, and entrusted with all that responsibility. The employers made the law, they must now explain the consequences,' Miss Oewies said

Key law degrading — man

THE new key law has so humiliated and angered a former Sea Point domestic worker and her husband that they have left the area and found work in another suburb.

The man, who did not want to be named, said today that the new law was provocative, degrading and unfair.

'It gives a policeman or a man from the council the right to open the door and find me in bed with my wife and lock me up,' he said.

'We cannot tolerate this. Come what may, no man will separate me from my wife.'

He said he was bemused by the fact that young white women were allowed to live with their boyfriends in flats in Sea Point whereas blacks who were legally married could not be with each other after midnight.

The man said he had always been able to spend the night with his wife, as long as he did not 'make a nuisance' of himself.

'Under the new law we would have to stay together like thieves and hide from the authorities,' he said.

His wife had worked in Sea Point for more than five years. Her employers were saddened that she had left. However, they said they would have done the same thing in the circumstances.

Protest mounts on keys plan

Political Staff

THE Cape Provincial Council's controversial legislation on servants' rooms keys came under fire from white and black people at a public meeting of the Progressive Federal Party in Sea Point last night.

At times there was uproar in an audience of nearly 800 people over implications of the new Section 183 of the municipal ordinance.

Speakers were bombarded with questions on the proposed controls over servants quarters in the Sea Point area and on aspects of rent control and sectional titles.

A woman who said she lived alone asked whether it would be an offence if she refused to open her door at 3 am to a policeman or a council official, who, under the keys ordinance, wanted to inspect her servants' quarters.

'ALL TIMES'

Quoting from the ordinance, Dr John Sonnenberg MPC said such refusal would be an offence. He said the ordinance stated that a register of persons employed and a key to servants' quarters had to be available 'at all times.'

Dr Sonnenberg described the legislation as 'so unreasonable and misdirected that it will achieve nothing.'

A black woman asked whether anybody had a place where her children could stay.

There was an uproar among some members of the audience when a questioner asked whether it was constitutional for a Provincial Council to pass legislation that amounted to 'conscripting' people to stand guard outside their servants' rooms during the night.

A coloured member of the audience asked whether it would be an offence if all domestic servants should cease to work in the area when the proposed section came into effect.

Dr Sonnenberg replied that the answer depended on whether or not there was a contract between employer and employee. If there was no contract, he could not see that it would be an offence for the employee to stop working.

Mr Herbert Hirsch, MPC for Sea Point and leader of the opposition in the Provincial Council, said the keys legislation was 'grossly unjust' to employers, servants, the police and municipal employees.

It sought to tackle a problem superficially and on a level that was unrealistic.

CRISIS NEAR

On rent control and sectional titles, Mr Colin Eglin, MP for Sea Point, said South African cities were approaching an accommodation crisis.

A comprehensive housing strategy was needed in which the State and the private sector had to play a part.

For too long the State had shielded behind rent control to avoid its responsibility.

Mr Eglin said he had been accused of whipping up hysteria. He was sorry that his attempts to help people in distress were interpreted in this way.

UNIVERSITY FOUNDATION COURSE

In 1981 at SACHED, MOWBRAY, a special University Foundation Course is planned. The intention is to provide students who require preparatory training for university work with a full year of intensive part-time study. The course is designed for the post-matric students for whom English is a second language and who plans to study part-time while working during the day.

We have discovered that many students who go straight to university from matric face many problems in understanding test books, writing adequate essays and knowing how to do research. This is as much true of full-time students at U.C.T., U.W.C., Fort Hare etc. as it is of part-time UNISA students.

THE COURSE:

The University Foundation Course is being planned as a correspondence course which will initially be tested out in the form of tutorials. We propose to divide the year into two semesters:-

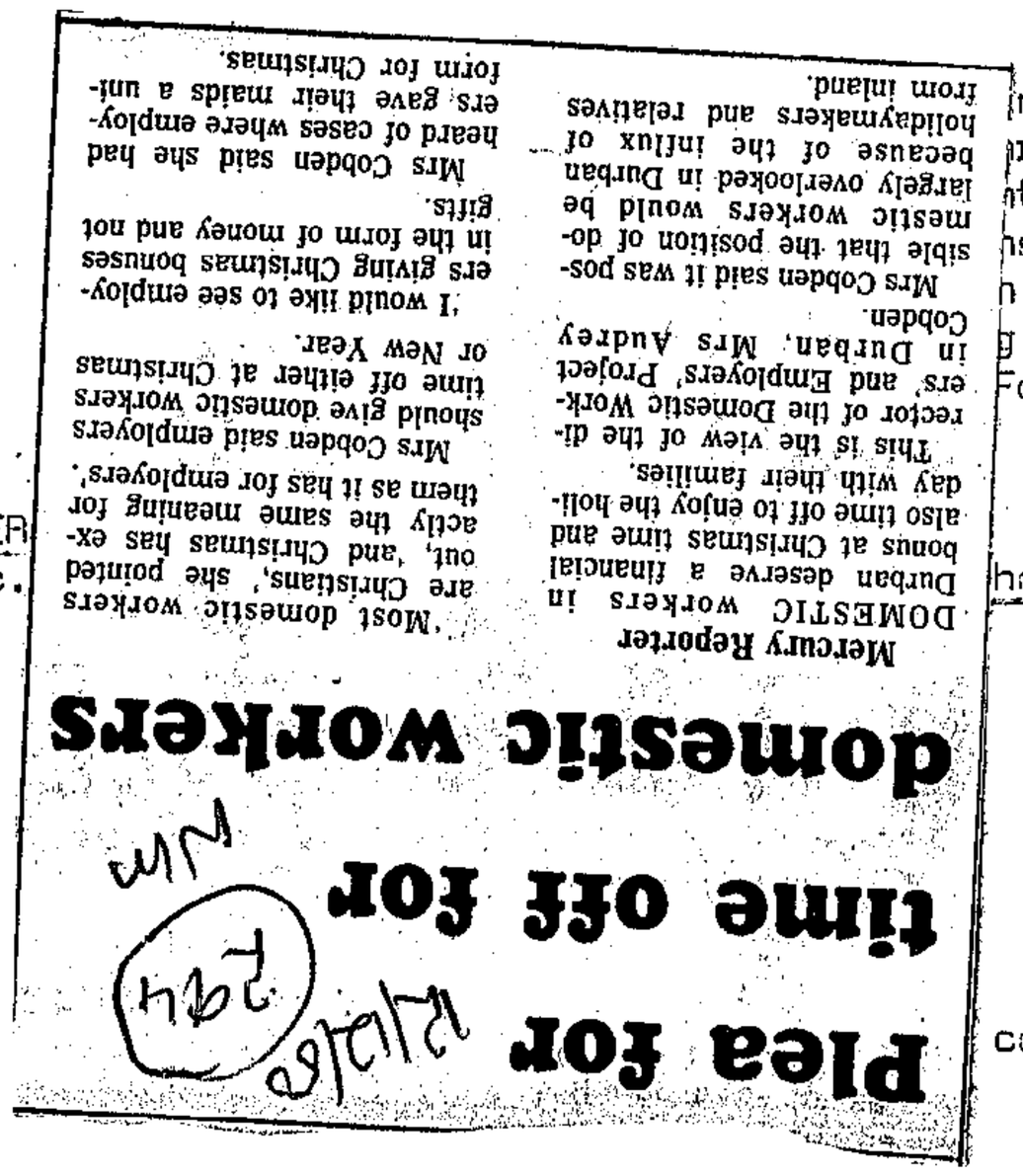
- Arts students would take Foundation English and one or two specialist courses other than science.
- Science students would take Foundation Maths, and Foundation Science plus possibly one other subject.

The year, therefore, is divided as follows:-

FIRST SEMESTER

8 Feb. - 12 June : Foundation English

Two 2-hour sessions per week at an intensive level for which written work must be prepared. This course provides a basis in the use of English for thinking, discussing and formulating ideas, as well as a basic training in reading for a purpose (i.e. research skills) breaking down text book dependency, analysing what you read and essay techniques. The sessions are designed to provide basic skills for a wide variety of subjects.



Plea for time off for domestic workers

Mercury Reporter

DOMESTIC workers in Durban deserve a financial bonus at Christmas time and also time off to enjoy the holiday with their families.

This is the view of the director of the Domestic Workers' and Employers' Project in Durban, Mrs Audrey Cobden.

Mrs Cobden said it was possible that the position of domestic workers would be largely overlooked in Durban because of the influx of holidaymakers and relatives from inland.

'Most domestic workers are Christians,' she pointed out, 'and Christmas has exactly the same meaning for them as it has for employers.'

Mrs Cobden said employers should give domestic workers time off either at Christmas or New Year.

'I would like to see employers giving Christmas bonuses in the form of money and not gifts.

Mrs Cobden said she had heard of cases where employers gave their maids a uniform for Christmas.

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Foundation Science

SECOND SEMESTER

20 July - 5 Dec.

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Domestic protection

IN some ways, South Africa sits halfway between being a developed and a developing nation. While we have a settled urban labour force, we also have many millions of people who exist within a subsistence economy in the "homeland"; or who, as migrants, have one foot in the cities and the other in the rural areas; or who work on white-owned farms as full-time, part-time or casual labourers.

For purely practical reasons, it is probably impossible at this stage to extend the protection of unemployment insurance to these workers. So there can be no quarrel with reports 3 and 4 of the Wiehahn Commission, dealing with "Employment and Social Security", which do not make recommendations about farm workers.

But the same cannot be said about the exclusion of domestic workers, especially those employed in urban areas. Here is an indentifiable group of people whose employment is already, in the case of blacks, subject to registration and the payment of monthly fees by employers.

In this light it is disappointing that the commission has failed to recommend steps aimed at extending unemployment insurance to them. It is an aspect we hope the Department of Manpower Utilisation will look at anew. The sooner all workers have unemployment protection the better.

FM 12/12/80 (139) (294)

CAPE DOMESTICS

Maids, madams. . .

Employers of domestic servants in Green Point and Sea Point, Cape Town, may soon find themselves without live-in workers.

In a series of meetings after the enactment of an amendment to the Cape municipal ordinance (providing for the introduction of a type of compound labour system for domestics) workers have declared they would rather suffer the privations of commuting, or find other jobs, than submit to the workings of the new law (due to be promulgated early next year).

The measure, adopted after persistent pressure from the Ratepayers' Association of Green Point and Sea Point, and based upon recommendations of a Commission of Inquiry headed by Community Development Secretary Louis Fouche and leading Cape Town municipal officials, forbids live-in servants to entertain visitors between the hours of midnight and 8.00 am. Employers will be compelled to keep a register of servants and to keep duplicate keys to servants' quarters which will have to be presented, on demand, to police or municipal officials at any time.

Meanwhile, leaders of the Domestic Workers' Association (DWA) have been distributing pamphlets in Green Point and Sea Point cautioning domestics not to join a protest movement organised by the Domestic Workers Employers' Project (DWEP).

DWEP is a caring concern linked with the SA Council of Churches and the Black Sash, but unlike the DWA does not seek to organise workers into a kind of trade union movement. According to the DWA, DWEP arranges "tea and entertainment and prayer" for off-duty domestics. It is headed by Leah Tutu, wife of Bishop Desmond Tutu.

Rivalry

Whatever rivalry exists between the two movements has sharpened into outright hostility because DWA has pointed out to workers that it is incongruous to join an action organised by employers of domestic servants. And DWA has reminded workers that the law they are protesting against has been inflicted on them by employers in Green Point and Sea Point, many of whom could well be concerned members of the SACC and Black Sash.

All hope of a reconciliation between DWA and DWEP has been dashed following a recent incident when DWA members were told they could no longer hold meetings in the hall of St James Anglican Church, Sea Point. DWEP no longer holds meetings there.

DWA also suspects that a white cleric called the police who arrested DWA leader Maggie Oewies and two helpers when they were distributing pamphlets outside the Congregational Church in Marais Road, Sea Point. The pamphlets warned workers not to join a protest movement organised by concerned "madams and masters."

KEY TO COSTING TUTORIALS

Code	Details	No. of Tuts
CA	Cash budgets	4
CB	Capital budgeting	8
CC	Contract costing	2
CL	Linear programming	5
CM	Marginal costing	7
CP	Probability	4
CS	S	8
CX	M	9

Key law: Body to investigate complaints

Chief Reporter

AN "OMBUDSMAN COMMITTEE" comprising a justice of the peace and two executive members of the Green and Sea Point Ratepayers' and Residents' Association has been set up to investigate any complaints of abuse of the controversial "key law" which is expected to come into effect next month.

Legislation aimed at control of domestic servants, mainly in the Green and Sea Point area, was passed by the Provincial Council last month. Section 183 of the Municipal Ordinance was amended with the object of limiting occupation of servants' quarters.

The amending legislation also requires employers in flats or houses to keep a register of their domestic servants and a duplicate key to their quarters, which police or municipal inspectors may demand between midnight and 8 am.

The ratepayers' body is now sending a circular document to property owners in the area on "what needs to be done". This states that:

- You must acquire a register — a small exercise book. Insert all your domestic particulars such as the full names of every authorized person who is a servant, identity number, reference book, passbook or any official document affording proof of identity, the date from which such authorized person is entitled to occupy such servants' quarters, and if the servant is under contract, the relative dates of contract;
- Be in possession of a duplicate key of 'your' servant's quarters;
- When on holiday and your property is unoccupied, Section 183 does not apply and you cannot be prosecuted;
- If on holiday and you have left your servant in charge of the property, give him/her authority over the key and the register. Obviously, the servant will have to be trustworthy. If a complaint should be lodged, the law will apply to the owner as well unless, in terms of the amended ordinance, the owner "did not take part in such contravention" or "could not have prevented such contravention".

Good race relationships

The ratepayers' association circular adds: "If you leave your domestic servant in charge of young children when you are out, it is not necessary to come back at 12 pm because you will have entrusted your servant with the key and register;

"Obviously, if a complaint is lodged, the employer and employee shall be held responsible. For the sake of good race and employer-employee relationships, inform your servant that fears of harassment are unfounded and that you as his or her employer will be in complete control of key and register."

The circular says that the police will act only on complaints and that complainants must identify themselves to the police and become involved. "Fears of vindictive neighbours and domestics can thus be erased."

The ratepayers' body adds an appeal to owners who have not already improved their servants' quarters to provide better lighting, more baths and toilets and a community room, and to paint and repair servants' rooms and to make them generally more hygienic.

"Do not let out rooms to unauthorized persons — you are liable to a fine if you do. And employ a reputable watchman in smaller blocks of flats or a superviser for larger blocks, with authority to act in your absence."

- The circular says that an ombudsman committee has been set up to investigate any complaints, and it invites people requiring further information on how the "key law" will operate to write to the Green and Sea Point Ratepayers' and Residents' Association, PO Box 229, Sea Point, or ☎ 44 3052 during business hours.

Key law 'Police will act only on complaints'

ASSURANCES have been given by Sea Point police chief Major D de Wet, and the MEC in charge of local government, Mr Willem Bouwer, that police will ask for keys to Sea Point servants' rooms only if a complaint has been lodged.

This was said by the chairman of Green and Sea Point Ratepayers' and Residents' Association, Mr Chris Joubert, in an interview today.

He said his association had prepared a circular letter aimed at calming residents' fears. It would be distributed this week.

The circular explains what particulars about servants should be entered in an exercise book used as a register and says: 'While on holiday and your property being unoccupied, the Section 183 does not apply and you cannot be prosecuted.

'If on holiday and you have left your servant in charge of the property, give him/her the authority of the key and the register. Obviously he/she will have to be trustworthy.

'If a complaint should be lodged the law will apply to the owner as well, unless, re Section 3B, the owner did not take part in such contravention' (could not have prevented such contravention.)

VISITS

Mr Joubert said that, though the Provincial Ordinance would give 'any council employee' the right to demand a key to a servant's room any time, it was clear that Cape Town City Council would never authorise any employee to demand the key.

Mr Joubert, a police reservist, said there was no need for 'decent domestics' to worry about visiting each other for a cup of tea late on Christmas night.

'There is no question of police using the powers given in the new ordinance, when it is promulgated, for raids. 'They will ask for the key only if there is a complaint about the premises.'

The circular letter says: 'All complainents must identify themselves to the police and become involved.'

Thus fears of vindictive neighbours and domestics could be eased.

Domestic servants' leader rejects 'keys' ordinance

294 327 261 19/12/80 - Argus

THE Domestic Workers' Association in the Cape has refused to accept the Provincial Council's controversial 'keys' ordinance controlling servants' quarters which received the assent of the State President and is expected to be enforced tomorrow.

Miss Maggie Oewies, chairman of the association, urged the Government to withdraw the law 'while there is still time.'

In terms of the ordinance, the Administrator must issue a second proclamation setting out the areas in which Clause 183, relating to servants' quarters, will be effective. This is expected in the Cape Provincial Gazette tomorrow.

MAIN TARGET

The law, which limits occupation of servants' quarters to authorised servants, is aimed mainly at the Green Point and Sea Point areas, and is likely to be applied there first.

'Christmas is the customary time for family and friends. Deprived of both by law there is little hope left in the minds of the black workers in Cape Town. This will only aggravate and otherwise bleak situation,' Miss Oewies said.

More than 10 000 domestic workers in Sea Point and Green Point will be affected by the new law which forces all employers of servants to keep a register of their employees and make available to the police or a City Council employee a duplicate key to the quarters at all times of the day and night.

Domestic workers will not be allowed visitors in their quarters between midnight and 8 am — be it family or friends.

Mr Chris Jouzert, chairman of the Green and Sea Point Ratepayers' and Residents' Association, said that 'decent domestics' need not fear if they should want to have a cup to tea with friends and wish each other 'Happy Christmas' on Christmas Eve.

A Sea Point domestic, Mrs Hester George, said: 'We can't leave our rooms; who is to know which of us domestic workers the police will regard as "decent." The residents of Sea Point have degraded our people by imposing this law on us.

LOITERING

'If we decide to meet on a street corner we will be arrested for loitering and if we chat in our rooms together this will be seen to be unlawful.'

Although there have been assurances that the police will act only on receipt of complaints, this is not what the law states.

It reads: 'No person other than an authorised person may occupy any servants' quarters in, on, or provided for in connection with any premises.'

Miss Maggie Oewies

It makes no provision for a prior complaint to the police before action can be taken.

'I cannot believe the ordinance has been implemented this far,' Miss Oewies said. 'We were hoping if wouldn't be passed before Christmas. Our past experience with employers over this period has shown that they will phone the police without the slightest provocation. A lot of residents have been waiting for this opportunity.'

LATE HOURS

Both employers and servants who contravene the new law will face a maximum penalty of R200 or six months' jail — or both.

Miss Jennifer Mitchells, a Sea Point domestic, said: 'We are used to being together over Christmas. We all work late hours and can normally see each other only after midnight anyway. Now we will spend it in solitary confinement.'

Miss Mitchells earns R35 a week. She has three children ranging from eight to 15 years old, all of whom live near Caledon. Because she cannot choose when to take her leave, the family will not be able to see each other over Christmas.

MORE FRICTION

Mrs George will also spend her Christmas alone. Her seven children all stay in the Karoo with her mother-in-law.

'They cannot come to see me and I cannot go to see them. Animals have more freedom,' she said.

Miss Oewies said the law would only cause more friction between employers and employees.

'But the residents of Sea Point and Green Point initiated the Fouche Commission which looked into the "problem" and were thought to have suggested the draft ordinance,' she said.

HUMANITARIAN ..

'It is on humanitarian grounds that the Domestic Workers Association cannot accept the new law.

'The residents are merely side-stepping the injustices that have been done to our people, the longest-serving black work force in the country. This is a so-called Christian society. How do the clergymen feel about the law. Why don't they speak up?'

Employer refuses to hand over key

Divisional Council Reporter

A SEA POINT professional man, who is not involved in politics, told The Argus that he was prepared to be taken to court rather than hand the key of his maid's room over to a council employee or a police officer.

The professional man, who did not wish to be named, said: 'This ordinance will cause hardship because quite a lot of maids have children or other close relatives sharing their rooms and some of these quite respectable people have nowhere else to go.

'The ordinance says quite clearly that "any council employee' is entitled to demand the key — that' description would cover even the dustman, as has been suggested.

'But I can think of no reason why any council employee should ask for the key of a maid's room.

'My maid is a respectable woman who has worked for me for many years and I am certainly not going to hand over the key to her room.'

To a maid in Three Anchor Bay the ordinance means that she can no longer share a room with her sister, who works in a neighbouring block of flats.

Her employee has no maid's room, so she must now travel to her mother's over-crowded, two-bedroomed house in Manenberg, where two families are already living.

Keys holiday respite urged

Provincial Reporter

MR Herbert Hirsch, leader of the Opposition in the Cape Provincial Council, has called on the Administrator not to enforce the new 'keys' law before the festive season.

He has also brought to the attention of Major F D de Wet, officer commanding the Sea Point police station, statements issued by Mr D C Joubert, a police reservist and chairman of the Green and Sea Point Ratepayers' and Residents' Association.

Mr Hirsch said that if some of the recommendations in the statements were followed, residents would be in violation of the letter of the law.

CIRCULAR

'I have drawn to the attention of Major de Wet a number of errors in the circular letter which refer to the South African Police.

'Mr Joubert is generally known as a police reservist, and there is an impression that he is speaking on behalf of the South African Police.

Mr Hirsch listed errors in the circular and said the ratepayers' association should review this document very carefully, 'if it is to be distributed at all.'

Mr Joubert had said 50 000 copies would be distributed this week.

Mr Hirsch said: 'I have appealed to Major de Wet to ensure that the South African Police is not even by implication involved in the dissemination of information which is misleading at best, or which could

(Continued on Page 3, col 1)

Keys law

(Continued from Page 1)

lead to actual violation of the law.'

He appealed to the Administrator, Mr Gene Louw, 'not to be so insensitive as to proclaim the law to be in effect in any particular area before the festive season.

'If he does so, he will cause additional and unnecessary hardship to employer and employee, and also throw a further burden on the already hard-pressed SAP, who have to implement these impractical provisions.'

'If the Administrator was genuinely concerned to prevent invasion of privacy,' he should not have permitted the legislation in its present form.'

Mr Hirsch said the use of duplicate keys to servant quarters by the police would not deal with the real underlying causes of the problems in Sea Point.

WIDER

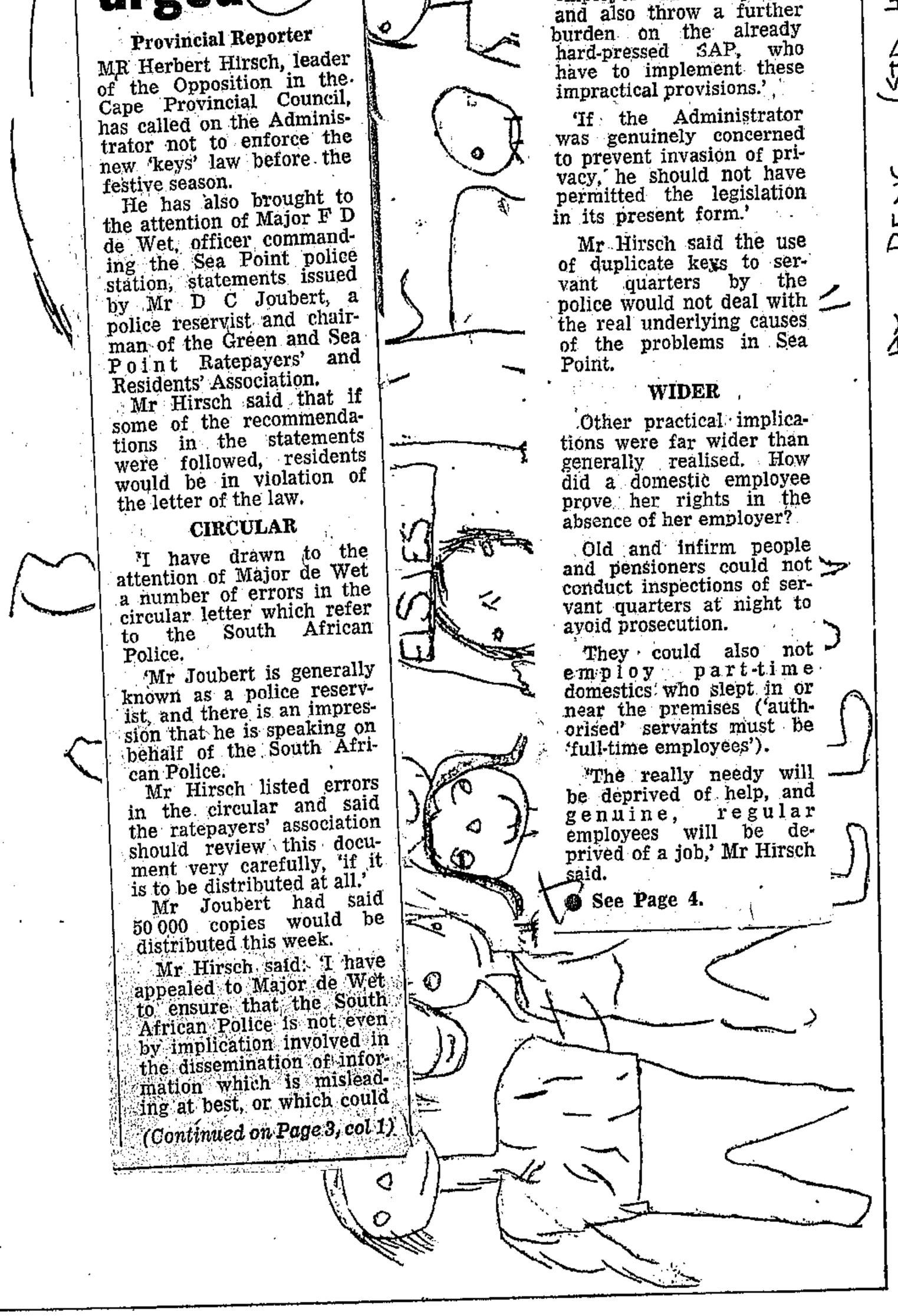
Other practical implications were far wider than generally realised. How did a domestic employee prove her rights in the absence of her employer?

Old and infirm people and pensioners could not conduct inspections of servant quarters at night to avoid prosecution.

They could also not employ part-time domestics who slept in or near the premises ('authorised' servants must be 'full-time employees').

'The really needy will be deprived of help, and genuine, regular employees will be deprived of a job,' Mr Hirsch said.

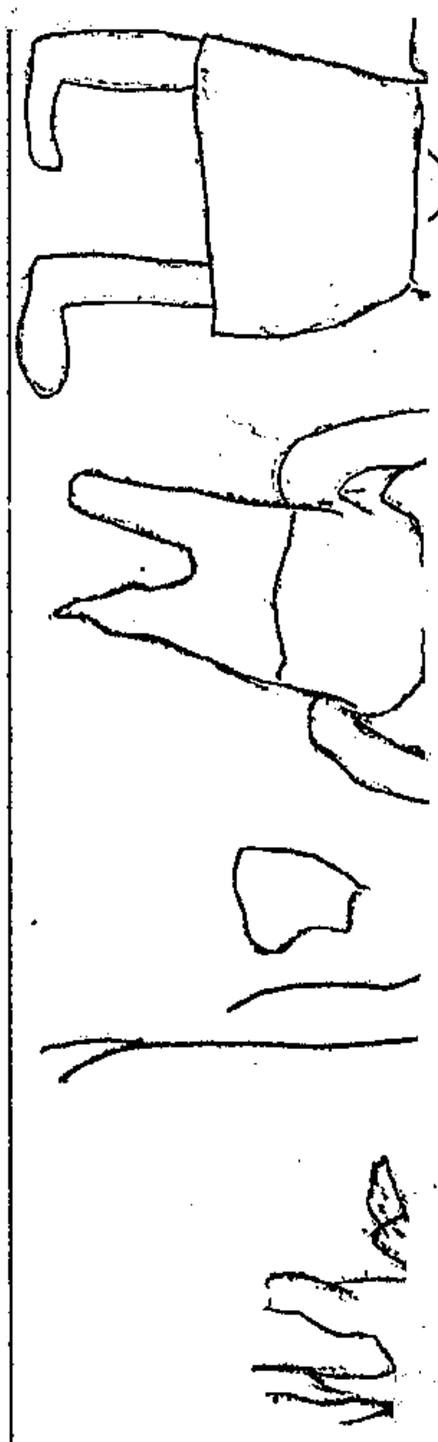
● See Page 4.



Letter on keys for Sea Point tenants 'contains mistakes'

Provincial Reporter

A CIRCULAR letter which Mr Chris Joubert, chairman of the Green and Sea Point Ratepayers' and Residents' Association, said would be distributed to 50 000 tenants in the area, contains factual errors which could lead to unintentional contraventions of the new 'keys' ordinance.



The new law, Section 183 of the Municipal Ordinance, must still be enforced by the Administrator, Mr Gene Louw, by way of proclamation, stating where it will be applied and from what date.

A RESERVIST

This week Mr Joubert, who is a police reservist as well as chairman of the ratepayers' association, gave the Press copies of a circular letter which, he said, would be distributed throughout the area to flats, boarding houses, hotels and private homes.

Mr Herbert Hirsch, leader of the Opposition in the Cape Provincial Council, who led the debate against the measure in the council, said today he had brought factual errors in the document to the attention of Major F D de Wet, officer commanding the Sea Point police station.

FOR ACTION

The document twice states, in underline capital letters, that 'the police will only act on complaints.' Mr Hirsch said the law made no provision for action stemming only from complaints.

'If this is the intention of the South African Police, then the public is entitled to hear this from an official spokesman of no lower rank than Major de Wet himself,' Mr Hirsch said.

The document issued by Mr Joubert states: 'Inform your domestic that the necessary fears of harassment are unfounded and that you as her or his employer will be in complete control of key and register.'

THE LAW

Mr Hirsch said as the law stood, any person informing his employee that he was 'in complete control of the key and register,' was compelled to stay at home and make it available to any police or City Council officer.

'In these circumstances, it was not sufficient to "leave your domestic in charge," as was stated in Mr Joubert's document. The law required the person in charge of servant quarters to appoint an authorised 'representative' to have control of the keys and register if he went out.

authorised persons or person in charge issued instructions forbidding any such (unauthorised) occupation, residence or use, shall not of itself be accepted as sufficient proof that the person in charge could not have prevented the contravention.'

THIS FEAR

Commenting on the provision that the keys and register had to be made available at all times to 'any employee of the council,' Mr Joubert's document adds: 'This obviously is badly phrased. This fear is ludicrous.'

Mr Hirst said it was not 'badly phrased' or 'ludicrous' since the governing party in the Cape Provincial Council had rejected an opposition motion that only 'authorised' City Council employees could demand keys or registers.

'Mr Joubert should know that whatever the City Council may or may not wish to do, as suggested by him (Argus, December 17), it cannot override the high authority of the Provincial Council.

'The authority for "any City Council employee" to demand keys and registers is given to them by ordinance of the Provincial Council, and the City Council cannot overrule the law of a higher body.'

ON HOLIDAY

Mr Joubert's document states that if a servant is left in charge while the employer is on holiday, the employer may also be charged 'unless the owner "did not take part in such contravention" or "could not have prevented such contravention."'

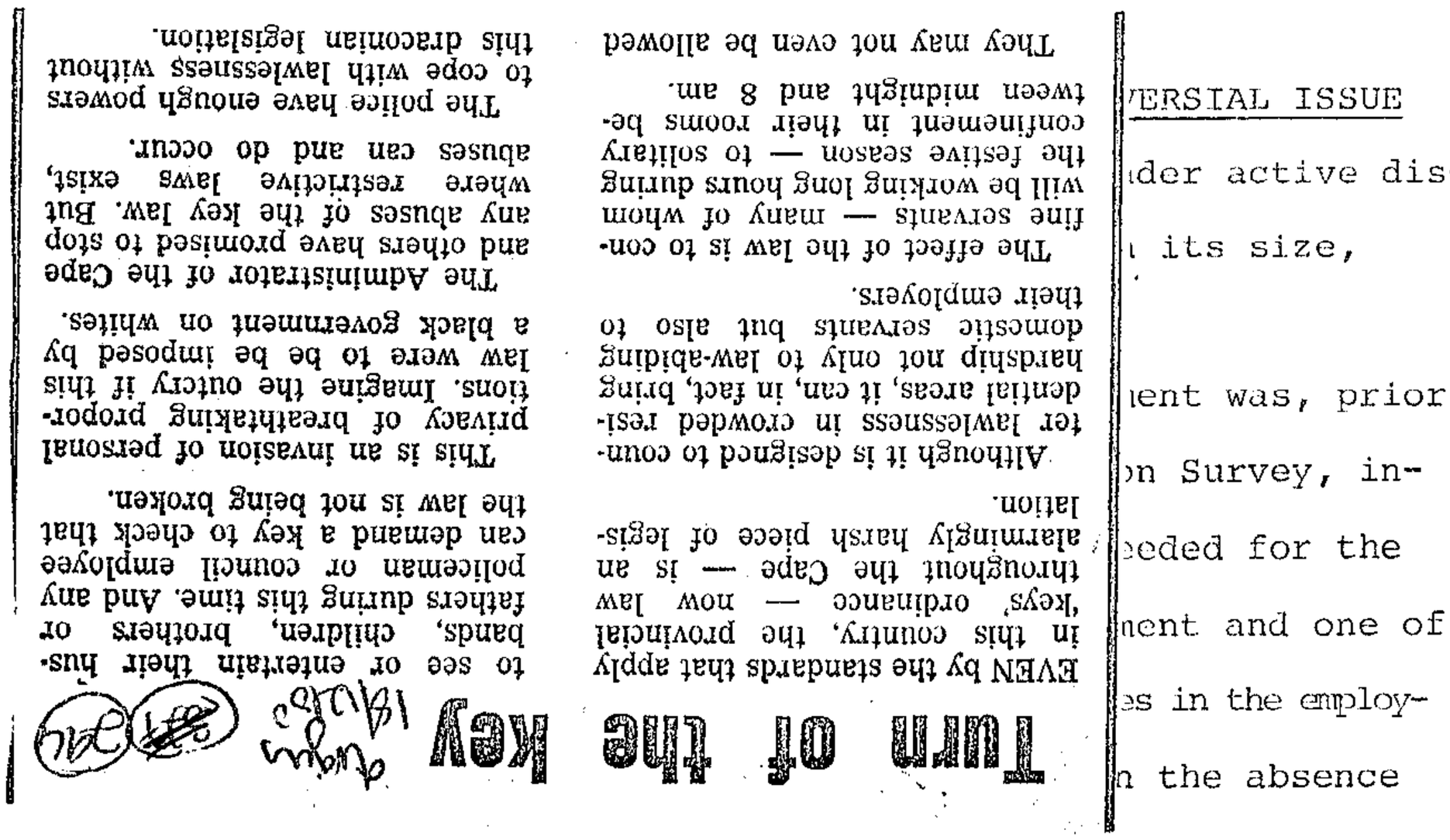
But the ordinance states. The fact that such

dependence of the homelands. In other words, homeland Africans have been sharing in the rising real wages in 'white' South Africa via commuter pay packets and migrant remittances. This is a precarious arrangement for two reasons :

i) any drop in the demand for labour in the white areas is likely to be felt first by commuters and migrants

ii) there are a large number of households (we do not know at this stage how many) who do not have access to wage employment in the homelands or to migrant or commuter incomes. These households will almost inevitably be in dire poverty.

In short, then, income distribution figures are needed for the homelands to round out our account, and these are not to be had at present. Nonetheless, Table 8 enables us to establish that the economic situation of the homelands is highly vulnerable to any contraction in demand for labour in the white areas.



TURN of the KEY

EVEN by the standards that apply in this country, the provincial 'keys' ordinance — now law throughout the Cape — is an alarmingly harsh piece of legislation.

Although it is designed to counter lawlessness in crowded residential areas, it can, in fact, bring hardship not only to law-abiding domestic servants but also to their employers.

The effect of the law is to confine servants — many of whom will be working long hours during the festive season — to solitary confinement in their rooms between midnight and 8 am.

They may not even be allowed to see or entertain their husbands, children, brothers or fathers during this time. And any policeman or council employee can demand a key to check that the law is not being broken.

This is an invasion of personal privacy of breathtaking proportions. Imagine the outcry if this law were to be be imposed by a black government on whites.

The Administrator of the Cape and others have promised to stop any abuses of the key law. But where restrictive laws exist, abuses can and do occur.

The police have enough powers to cope with lawlessness without this draconian legislation.

VERSIAL ISSUE

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KEY LAW COVERS WIDER AREA

Argus 19/12/80

294 ~~324~~

Provincial Reporter

IN a surprise move, the Administrator, Mr Gene Louw, today made the new 'keys' ordinance applicable not only to Sea Point but to the whole Atlantic seaboard from Camps Bay to Green Point.

From today, all householders, flat dwellers, hoteliers and occupants of other buildings with servants' quarters cannot be away from home 'at any time' unless they formally appoint a 'representative' to look after their servant registers and duplicate keys.

Mr Louw has used the powers given to him by the Ordinance to enforce the controversial measure on the eve of the Christmas-New Year holidays.

3 wards

He has also, by proclamation in today's Cape Provincial Gazette, made the 'keys' ordinance applicable and enforceable immediately in this area — Ward 1, Ward 2 and Ward 3 of the Cape Town municipal area.

Camps Bay, Clifton, Bantry Bay, the whole of Sea Point, Three Anchor Bay, Mouille Point, and

No. 295. 1980

APPLICATION OF THE PROVISIONS OF SECTION 183 OF THE MUNICIPAL ORDINANCE, 1974

Under the powers vested in me by section 183 of the Municipal Ordinance, 1974 (Ordinance 20 of 1974), I hereby apply the provisions of that section to Wards 1, 2 and 3 (as contemplated by Proclamation 121 dated 11 May, 1966) of the municipal area of the Municipality of the City of Cape Town.

Dated at Cape Town this 18th day of December 1980.

E. LOUW, ADMINISTRATOR

THE official notice in today's Cape Provincial Gazette which immediately enforces the drastic new 'keys' ordinance.

to its boundary with central Cape Town, a point defined by the robot at which High Level Road becomes Strand Street — all are now subject to the 'keys' ordinance.

Register

It is now the legal requirement for every person in charge of servants' quarters to keep a register of 'authorised' occupants of the quarters, their identity numbers and period of service or contract, as well as duplicate keys.

These must be kept on the premises 'at all times' and made available to 'any police officer or any employee of the (Cape Town City) Council.' Since the authority to 'any

(Continued on Page 3, col 7)

tion" in American Economic Review, Volume 62 of 1972.

TION : WEST GERMANY & THE UNITED KINGDOM.

: to be appointed.

rice Scott and R.A. Haslett : Can we get back to full nt ? Hutchinson Press 1978.

ley & M.F. Jackson : 'An Evaluation of Job Creation in in the International Journal of Social economics Volume 6 79. M.C.B. Publications 1979.

*5. Monopoly

Revision only, no lectures.

Monopoly and Optimality
Regulation of Monopoly

Reading

MANSFIELD, E. : Microeconomics. Ch.9.

STIGLER, G. : The Theory of Price.

Recommended Readings. Articles by A. Harberger,

7. LABOUR BUREAUX.

Lecturer : to be appointed.

Ref. Sheena Duncan : 'The Central Institution of South African Labour Exploitation' in South African Labour Bulletin Volume 3 No. 9 November, 1977.

C.G.J. Marchand : 'A consideration of the legal basis and some practical operations of the labour bureau' in South African Labour Bulletin Volume 3 No. 9 November, 1977.

8. THE UNEMPLOYMENT INSURANCE FUND.

Lecturer : to be appointed.

Lecturer : to be appointed.

Ref. Maurice Scott and R.A. Haslett : Can we get back to full employment ? McMillan Press 1978.

N.J. Habley & M.P. Jackson : 'An Evaluation of Job Creation in Germany' in the International Journal of Social economics Volume 6 No. 2 1979. M.C.B. Publications 1979.

HE ARGUS, FRIDAY DECEMBER 19 1980

Police chief approves letter on 'keys law

Argus 19/12/80

SEA POINT Police Commandant, Major S D de Wet, confirmed today that he had been shown a draft copy of the circular letter on the controversial 'keys ordinance' prepared by Green and Sea Point Ratepayers' and Residents' Association.

Major de Wet said he had approved the contents of the letter 'in general'.

He said it was correct that residents could go away on holiday or stay out after midnight provided someone, who could be their own servant, was left on the premises in charge of the register and keys.

COMPLAINT

Major de Wet said that although the ordinance allowed the police to demand a key to a servant's room at any time, it was 'a gentleman's agreement' that they would not usually bother people in this way unless a complaint had been made.

He said, however, that he 'could not give 100 percent guarantee that police would never ask for a key without a complaint having been made.'

Fifty thousand copies of the letter, which is intended to calm residents' fears about the ordinance, are due to be distributed today.

It has been attacked by Provincial Councillor Mr Herbert Hirsch, because it gives positive assurances that the police will not act unless a complaint has been made.

Mr Hirsch said that this was not what the ordinance said.

Mr Hirsch also considers the letter misleading on other points.

FULL SUPPORT

The president of Green and Sea Point Ratepayers' and Residents' Association, Mr Ted Mauerberger, said that he had not yet been shown the letter and insisted on seeing it before it was sent out.

But later, after reading the letter, he said it had his full support 'provided both Mr Willem Bouwer, MEC in charge of local government, and Major de Wet agree to its contents in all respects.'

The chairman of Green and Sea Point Ratepayers' and Residents' Association, Mr Chris Joubert, said he had submitted draft copies of the letter to both Mr Bouwer and Major de Wet and they had suggested minor alterations to the original, which had been carried out.

CONFIRMED

Mr Joubert said he had telephoned Mr Bouwer at his holiday home in Oubosstrand today to tell him about the attack on the letter.

He said Mr Bouwer had confirmed that he approved on the letter and had said it explained the working of the ordinance 'in very practical layman's language.'

Major de Wet said: 'Mr Joubert showed me a copy of this letter and I approved it in general.

'It is true that, as the letter says, you can leave your servant in charge of the register and keys provided he or she is a responsible person. That is quite in order.

KEY

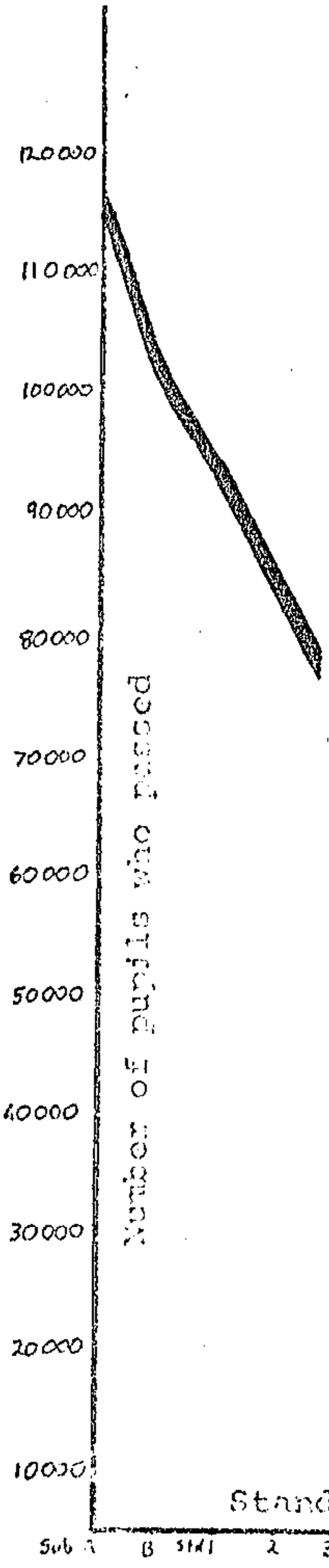
'The law does make provision for a police officer to demand the key to a servant's room without a specific complaint having been made

'But as a matter of fact we feel that, as a gentlemen's agreement we will act only on receipt of complaints as far as we can. We will not misuse these rights we have been given.'

Major de Wet said that every morning hundreds of illegal residents in maids' rooms could be seen catching buses out of Sea Point area to go to work. They were being harboured illegally in maids' rooms.

'These people cannot be allowed to take over the area,' he said. But, before the ordinance it had been difficult to prove illegal occupancy. Now anyone found in a maid's room after midnight could be assumed to be an occupant.

TABLE 3



Keys —the unkind cut

By GLYNNIS UNDERHILL

WHILE many people are up in arms over the controversial 'key' law for Sea Point, Green Point and other areas, locksmiths are having an upsurge.

And though they describe their general feeling as 'disgust', 'dismay' and 'shameful acceptance', they can hardly refrain from smiling.

The boom is mainly in Sea Point.

Many residents there have entrusted their servants with the task of ensuring that they abide by the new law.

REFUSAL

However, Miss Maggie Oewies, chairman of the Domestic Workers' Association, has told members they are within their rights to refuse to have a duplicate key cut.

'Most of our workers have told their employers that if they want the keys made, they must see to it themselves.

'They are degrading us enough as it is without us having to do the job for them.

'The employers don't want to be seen in public to be going along with the law,' she said.

Both these points suggest that the African labour force is less fully proleterianised (to use a convenient Marxian term) than it now is: this is the fundamental weakness in the Kantorian position. This is not to say that there are not empirical problems about activity rates. These will be further discussed below.

b) Erwin on the necessity of substantial unemployment.

Erwin (1977) starts from the Marxian concept of 'uneven development' as interpreted by Obregon (1974) who divides capitalist economies int…es'. Many capitalist e…th America and Western Euro…ced capitalist economies, t…figuration of factors with… an imposition of external int… of large fi… position wi… through thi… to internat… it, especia… Also incorp… enterprises face greate… dependent c… consists of

i) small-… …ed by competition from t…

ii) 'tradi… …superfluous by the ur… …s and competition

DOMESTIC servants in the areas affected by the controversial key law — Cape Town's Atlantic seaboard from Camps Bay to Green Point — blame their "masters and mad-ams" and not the government for the invasion of their privacy.

And many "shocked and disgusted" workers say they would rather commute or find other jobs than submit to the workings of the new law.

However, moving would not be a solution to those workers who come from country areas, said Miss Maggie Dewies, chairman of the Domestic Workers' Union which has held several mass-meetings since the law was first proposed.

The measure — adopted after pressure from the Green Point and Sea Point Ratepayers' Association and based on the recommendations of a commission of inquiry headed by the Secretary for Community Development, Mr Louis Fouche, and leading municipal officials — forbids live-in servants to entertain visitors between midnight and 8 am.

Several city councillors also reacted to the Administrator's proclamation in the Cape Provincial Gazette. They said they deplored the enforcement of the new key law in their areas, specially the timing of the proclamation.

Both Mr Herbert Hirsch and Dr John Sonnenberg, councillors for Green Point and Sea Point, said the proclamation of the key ordinance applicable in wards 1, 2, and 3, displayed "remarkable insensitivity" and "lack of goodwill" on the eve of the festive season.

The law also compels employers to keep a register of servants and to keep duplicate keys to servants' quarters which have to be presented on demand to police or municipal officials.

The key ordinance was made applicable and enforceable as of yesterday.

The city councillor for Camps Bay and Clifton, Mr Ronald Stephen, said the extension of the law into his area came as a "bombshell".

The area did not have the same problem as Green Point and Sea Point, he said. The law would be difficult to apply and would not be a solution, he added.

Ward 3's councillor, Mr Bill Peters, said the law was what the people wanted, adding that he was a member of the ratepayers' association which had voted for it.

Several city councillors also reacted to the Administrator's proclamation in the Cape Provincial Gazette. They said

Staff Reporter

Servants blame employers for key law

as far as the modern sectors of the economy are concerned' whereas 'the quantification of the labour force concept relating to females from a lesser developed community, for the most part far removed from modern industry, is beset with formidable problems' (Sadie 1977). Kantor (1980) makes no estimates at all, preferring to assert on <u>theoretical</u> grounds that the supply of black labour has been misspecified in unemployment studies which find substantial black unemployment; black unemployment is, in his view, South Africa's 'mythical problem'.

Analysts of South African unemployment can be divided into three categories :

i) those who believe that South African capitalism <u>cannot</u> produce substantial unemployment (e g Kantor)

ii) those who believe that South African capitalism <u>does</u>

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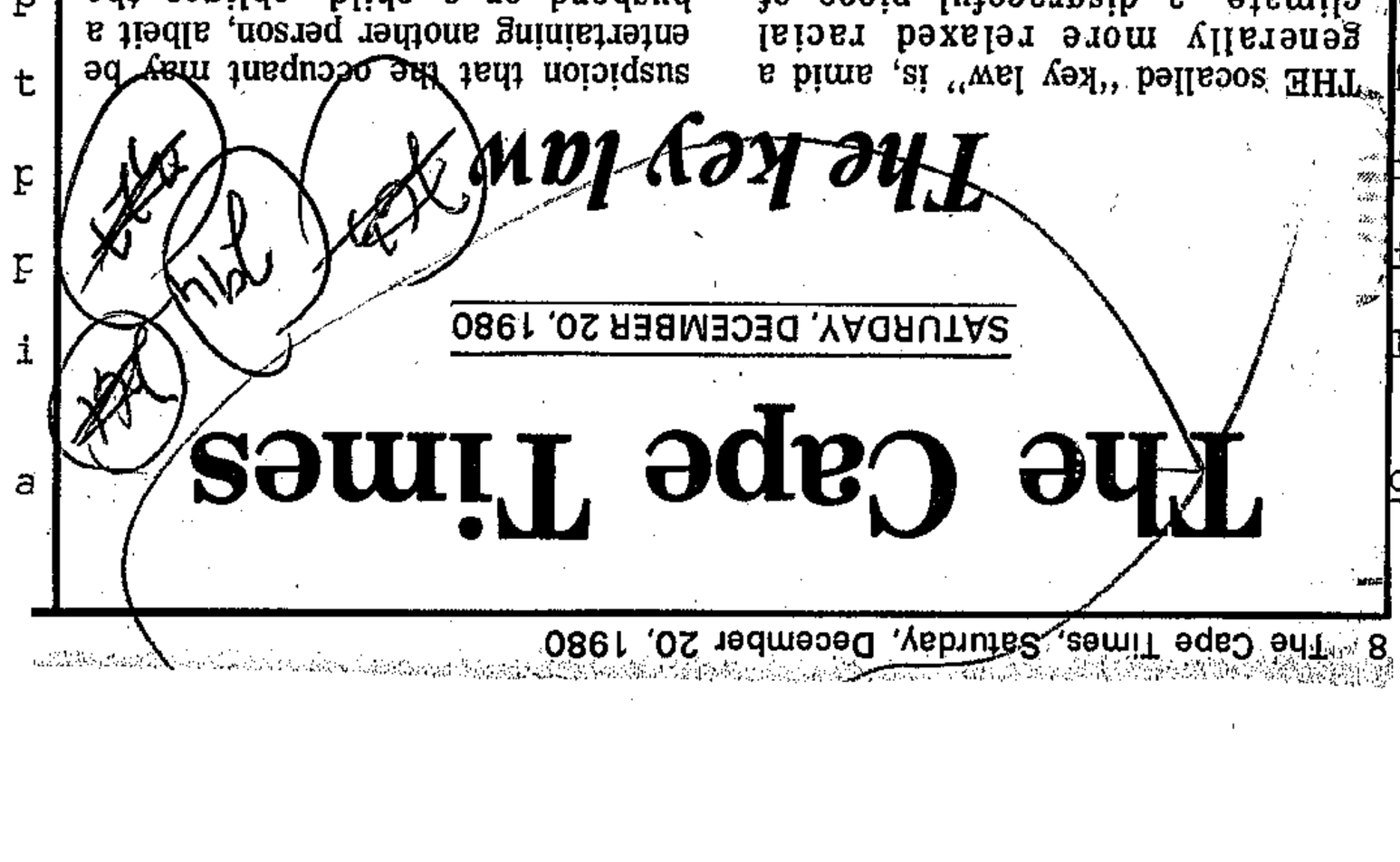

8 The Cape Times, Saturday, December 20, 1980

The Cape Times

SATURDAY, DECEMBER 20, 1980

The key law

THE socalled "key law" is, amid a generally more relaxed racial climate, a disgraceful piece of legislation. Operative from yesterday, it is totally out of character with the utterances of a government pledged to eliminate hurtful discrimination from South Africa's statute books. What, indeed, could be more hurtful, or humiliating, or insulting, than a measure that not only legally entitles an employer or a policeman to burst unannounced into an employee's bedroom in the small hours of the morning but, on the grounds of suspicion that the occupant may be entertaining another person, albeit a husband or a child, obliges the employer or policeman to do so? The police force's public assurance that they would implement the law as humanely as possible is accepted. The law, after all, was not of their making. But victims of it will not be judged by intentions but by the law itself, as written. And in spite of its harsh invasion of a law-abiding employee's privacy, there is no guarantee that it will help to make the streets of Sea Point and its environs any safer.

iii

Police appeal to employers

Chief Reporter

BRIGADIER G J Odendaal, District Commandant of Police, Cape Town, said in a reference to the key law which came into operation yesterday that he wished to appeal to property owners "to exercise this responsibility that has been placed on them".

He also gave an assurance that the police had no intention of "rushing about from building to building in the middle of the night to demand keys and registers".

In a statement to the Cape Times Brigadier Odendaal said:

"The police do not make the law; they only enforce the law, which naturally is the duty the public expects of them.

"In enforcing any law, we always try to act as humanely as possible. The law is necessary to protect each individual's rights, and any person contravening the law must expect legal action.

"Having said this, I can add that the police will not rush from building to building in the middle of the night to demand keys and registers. We concentrate on the more important task of protecting lives and property, and of serving the public generally.

"We do not see this (the key law) as strengthening the hand of the police but rather as the placing of a greater responsibility on the property owner to keep his premises free of undesirable elements who are an annoyance to the whole community.

"And I appeal to property owners to exercise this respsonsibility that has been placed on them."

Mr Chris Joubert, chairman of the Green and Sea Point Ratepayers' and Residents' Association, which has distributed a circular to property owners in the area on "what needs to be done", said the key law was in no way aimed at getting rid of "our decent employees in this area".

"In fact we appeal to them to come to us with their problems and to help to apply this new measure in such a way that it will be of ultimate benefit to the community as a whole."

Mr Joubert said the key law, although it had only come into operation yesterday, was already having the effect of ridding the Green and Sea Point area of some of the "bad elements" that had been living there.

"They have already got the message, and the psychological effect of this law has been such that we have noticed that a number of undesirables have moved out of the quarters they have been occupying in this area."

● Mr Joubert said he intended appealing to the MEC for local government, Mr Willem Bouwer, to have "a bit of obviously bad phrasing" rectified in Section 183 — the key law — of the recently amended Municipal Ordinance.

"This phrase as it stands reads '...or any employee of the Cape Town City Council to demand key or register.'

"This should of course read: 'any *authorized* employee'.

"Statements that are being made in the meantime to the effect that even council dustmen could abuse this law are ludicrous."

● Servants blame employers, page 3

● Leading article, page 8

Fired mother should have had a hearing

By MAUREEN GRIFFIN

THOUSANDS could benefit from a recent Supreme Court judgment that it was illegal to arbitrarily deprive a 40-year-old cleaning woman of unemployment benefits for six weeks.

Two judges sitting in Pietermaritzburg ruled that it was irregular for the Department of Manpower Utilisation not to have consulted Mrs Margaret Msomi, sole supporter of four children and an aged mother, before withholding payment of unemployment insurance because she was fired.

And the Black Sash organisation sees this as a green light to all workers to request a proper hearing before they are penalised for six weeks for losing their jobs.

Mrs Jillian Nicholson,

Mrs Margaret Msomi . . . spent her life-savings

supervisor at the advice office of the Black Sash, told the **Sunday Tribune** this week: "Thousands of workers are dismissed from their jobs without knowing why, and when they apply for unemployment benefits they are in most cases denied a proper hearing by the claims officer.

"The worker is then penalised in that no benefits are paid for six weeks, unless he goes through a complicated and confusing procedure of appealing in writing.

No knowledge

"The notices are in English and Afrikaans only, which makes them incomprehensible to many Zulu or Xhosa speakers.

"Lastly, he has no knowledge of any allegations against him which it would be in his interest to explain or refute."

In his judgment Mr Justice Page, sitting with Mr Justice Thirion, found that a notation on Mrs Msomi's unemployment insurance card showed she had lost her job for reasons other than voluntary resignation or staff reduction, but she was not given a chance to explain why she'd left when she applied for unemployment benefits.

Instead, her employer's explanation was accepted by the clerk who dealt with her application, and she was told she would receive no insurance payment for six weeks as a penalty.

In papers before the court Mrs Msomi was said to have worked for nearly three years as a cleaner when she was fired in August last year as a result of a misunderstanding over whether she was to clean a certain flat in the holiday block where she worked in Durban.

Appealed

She appealed to the manager of the flats, but to no avail.

In October she went to the claims officer of the Unemployment Insurance Fund in Durban where she formally applied for benefits under the Act.

A clerk filled out the form prescribed for applications on her behalf and she signed in the appropriate places.

Without consulting her, and after referring only to her unemployment insurance card, he endorsed one of the columns on the form with the figure "3", which indicated that she'd been fired. She was not asked to explain why she'd lost her job.

After her employers' reasons were obtained, she received a notice informing her that she could appeal against the six-week penalty imposed on her because she'd been fired.

In his judgement, Mr Justice Page said the claims officer was obliged to conduct an inquiry and investigate her claim before deciding whether her benefits should be paid.

His failure to do so amounted to a fundamental irregularity.

Mrs Msomi told the **Sunday Tribune** this week she received her first insurance payment six months after she was fired. In that time she spent her life-savings keeping herself, her four school-going children and her aged mother alive.

Sea Point domestics 'must get' amenities

30/6/80
Argus
299

Consumer Reporter

MORE amenities must be provided urgently for domestic workers in the Sea Point area, says the chairman of Green and Sea Point Ratepayers' and Residents' Association, Mr Chris Joubert.

He said in an interview that his association would ask the City Council to provide film shows in Sea Point Civic Centre for domestic workers at a nominal charge.

And he thought the council should provide at least one restaurant or cafe where domestic workers could meet friends for a meal or coffee if private enterprise failed to do so.

CINEMAS

But Sea Point city councillor Dr John Sonnenberg said he thought a better solution would be to lift the Group Areas Act restrictions which prevented black and coloured people from sitting down to be served in restaurants without an international licence.

They should also be allowed into local cinemas.

Dr Sonnenberg said that social clubs run for domestic workers in St James Anglican Church Hall and Marais Road Synagogue Hall did not attract many people.

'They are regarded as a form of paternalism,' he said. 'Some of the more militant domestic workers resent them as a form of patronage by the white madams.'

STUDENTS

Dr Sonnenberg pointd out that restaurant owners had a right to refuse admission to customers they considered undesirable.

He said there were a number of snack bars and restaurants, of the type which catered for students and other young people, in the Sea Point area whose prices were low enough for domestic workers to afford.

Dr Sonnenberg, who was chairman of the Sonnenberg Committee set up by the City Council to investigate causes of friction, said a survey had shown that the cinema was the favourite form of recreation for domestic workers in the area.

'IMMEDIATELY'

Mr Joubert said he realised the suggestion that separate amenities should be provided for domestic workers gave the impression he was supporting petty apartheid.

'But what I am suggesting is that something should be provided for these people immediately, while the politicians spend the next two years fighting over whether Group Areas Act restrictions should be lifted,' he said.

'These people have a great need for recreational facilities, particularly now that the keys ordinance has been passed.'

Hansard 1980

Hon.IE Q.C .856 9/6/80

Black taxation (294)

686. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

(1) What were the (a) highest, (b) lowest and (c) median wages reflected for Black taxation purposes by employers of Black full-time domestic workers in each of the 11 main urban centres of the Republic in the latest year for which statistics are available;

(2) in respect of what year are the figures given?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) and (2) Statistics with regard to the highest, lowest and median wages are not kept and consequently the information required is not readily available.

Appendix 1: Comparison of Village Health Worker Programmes in Three Districts of Lesotho

(Source: Ministry of Health The Village Health Worker in Lesotho: Report of a Workshop held 26-27 March 1977. Maseru, 1977.)

TABULATION EXISTING THREE VHW PROGRAMMES

	QUTHING	SCOTT	TEBELLONG
GOALS	To obtain optimal contact between institutional health & consumer by training VHW's	The improvement of the level of health in the villages in the Scott Hospital region	Getting people involved in their own health care
OBJECTIVES	Assist VHW in identifying: local health needs/ problems solving the above After one year VHW's provide simple curative care	To establish community based health service structure by identifying: VHW tasks programme villages team identification Selection of VHW's for training and followup Improvement of: coordination & communication between health agencies working in the area	That women chosen by their own people accept certain designated responsibilities in their own villages
TRAINING CONTENT	Group discussions/ demonstrations/ practicals/films on: immunization basic hygiene family planning pregnancy & nutrition for pregnancy weaning foods & childhood nutrition basic nutrition TB and VD hospital MCH Clinic	Group discussions on: nutrition hygiene preventable diseases health edu. methods Practical training in: TB health education	approximately every 2 months Demonstrations On: immunization hygiene nutrition TB
SERVICES RENDERED	Motivation/Promotion Reporting: common disease outbreaks drinking water status local sanitation efforts Encouraging use of: MCH Clinics Family planning Contact: 3 families per week for health education	Motivation/Promotion Reporting: infectious disease outbreaks Encouraging: MCH Clinic utilization pit latrine building TB patients to continue drug therapy (continued on next page)	Motivation/Promotion Encouraging MCH Clinic utilization Follow up: chronic coughers TB defaulters hygiene Treatment scabies and sores care of aged

Bloemfontein.

CAPE TIMES 15/9/78 (294)

Fatal whip blow admitted

SELF
OF V

NUMB
VIEW

PRETORIA. — Defence in the sjambok killing trial in the Supreme Court here has conceded that the accused inflicted the fatal blow, but claimed it was not done with intent to murder.

Counsel for Mr Marthinus Botha, 32 and his wife, Johanna, 21, has contended that both should be found guilty of culpable homicide.

Both have pleaded not guilty to murdering their 15-year-old housemaid, Miss Engelina Mayakane, in April by sjambokking her.

Mr W P van Drimmelen, for the Bothas, yesterday said his greatest difficulty in the case was that Mr Botha had said from the dock that he knew he could have killed the girl when he sjambokked her.

Later, however, Mr Botha had contradicted himself on this point, he said, and asked that the judge make a finding in his favour.

Mr Van Drimmelen claimed there was evidence of a conspiracy between some of the State witnesses to conceal their share in the assault and said this should cast a suspicion on the State's evidence.

He conceded that his clients were guilty of a horrible deed and said he did not wish to minimize what they had done.

The defence accepted the blame for the fatal blow. However, the Bothas had beaten the girl to get the truth out of her about goods she had allegedly stolen and not to kill her.

The fatal blow could have been caused when Mrs Botha dive-tackled the girl or by blows to her head with the heavy end of the sjambok.

Mr Van Drimmelen said there was no evidence that Mr Botha had beaten the girl with the heavy side of the sjambok and asked the judge to find that the fatal injury was caused by the dive-tackle.

He conceded that Mr Botha was not so drunk on the day of the alleged murder that he could not form an intention to kill, but argued that the alcohol might have made him act in a less considered manner.

He said the fact that Mr Botha had wanted to dispose of the body in Bronkhorstbaai did not indicate what his intention was at the time of the alleged murder.

Mr Justice J Human will give judgment today. — Sapa

RAND DAILY MAIL, Thursday, Nov. 30, 1978

(294)

Servants to get full treatment

Staff Reporter

THE West Rand Administration Board is programming its new computer to allow monthly accounts to black domestic servants to include both first names and surnames.

But yesterday a spokesman for the board could not say when the new system would come into operation.

The present system, whereby the accounts are addressed using only first names and an identity number, prompted a Johannesburg employer to request that his black domestic servant be referred to by her full name.

He did not receive a reply and finally warned the board that he would not pay the monthly service levy unless his request received attention.

The board then promised that the accounts would be fully-addressed in future.

TABLE 20: EMPLOYMENT ON TH ... 977

Year	White	Black	As	...	...ican	Total
1946	76	1 074			..	1 150
1947	80	1 130			..	1 210
1948	80	1 147			..	1 227
1949	83	1 149			..	1 232
1950	88	1 350			..	1 438
1951	132	1 693			..	1 825
1952	161	2 098			..	2 259
1953	174	2 485			..	2 659
1954	193	2 586			..	2 779
1955	192	2 557			..	2 749
1956	200	2 725			..	2 925
1957	205	2 796			..	3 001
1958	182	2 548			..	2 730
1959	171	2 430			..	2 601
1960	175	2 510			..	2 685
1961	178	2 555			..	2 733
1962	172	2 644	..	..	..	2 816
1963	187	2 577	..	..	..	2 764
1964	191	2 539	..	..	..	2 730
1965	195	2 436	..	..	..	2 631
1966	203	2 429	0	2	2 427	2 632
1967	199	2 381	0	2	2 379	2 580
1968	197	2 301	0	4	2 297	2 498
1969	215	2 496	0	3	2 493	2 711
1970	224	2 633	0	0	2 633	2 857
1971	224	2 600	0	0	2 600	2 824
1972	213	2 388	0	0	2 388	2 601
1973	217	2 513	0	0	2 513	2 730
1974	201	2 524	0	0	2 524	2 725
1975	205	2 622	0	0	2 622	2 827
1976	223	2 722	0	0	2 722	2 945
1977						3 190

Few whites prepared to lose servants — survey

Labour Reporter

Very few whites would be prepared to do without servants in times of economic prosperity, according to a study by Professor J J A Steenkamp of the University of South Africa Bureau of Market Research.

The study shows that more than half the employers of full-time servants in Pretoria were not prepared to let these sleep outside the white area because of inconvience to themselves and the servants.

Blacks working on private white residential premises in 1977 numbered about 50 000. Of these, 56 percent regularly slept on the premises. They equalled seven percent of Pretoria's white population.

Full-time servants sleeping in cost their employers R75 a month compared with R55,80 for those not sleeping in.

The report describes the conditions of service of full-time servants in Pretoria as "relatively favourable."

On average, they work eight hours a day on weekdays, 4,3 hours on Saturday and three hours on Sundays.

About 60 percent get 15 days or more vacation paid leave a year.

Two out of three get time off for shopping and nearly all get sick leave with pay.

CONSUMER MAIL (294) RBM 30/11/78

Domestic workers get more as CPI rises

THE Consumer Price Index rose by 0,5 % during October this year and by 12,8 % during the previous 12 months.

These figures have just been released by the Department of Statistics in Pretoria.

The price of milk, milk products and eggs rose during Ocotber, and the cost of fruit increased substantially. The price of coffee and tea decreased marginally.

Cold drinks increased in cost and domestic servants were paid more during the period.

Each month, the Department of Statistics processes masses of information about prices of goods and services from 11 major urban areas. These figures go to make up the index.

The baseline figure of 100 was fixed in April 1970. Each month, increases or decreases in the prices are recorded.

All the information appears in the tabulation.

	Oct 1978	Sept 1978	Oct 1977
ALL ITEMS	224,1	222,9	200,7
FOOD	243,2	240,8	211,6
Grain products	250,5	248,0	209,0
Meat	245,3	244,1	218,1
Fish	284,1	282,9	228,7
Milk, milk products & eggs	234,5	230,0	199,8
Fats & oils	273,4	271,8	221,3
Fruit	233,8	219,8	217,6
Vegetables	238,0	238,6	208,5
Sugar	249,1	249,2	173,0
Coffee & tea	320,7	321,3	317,6
Other	232,8	230,5	198,7
COLD DRINKS	220,4	215,0	189,3
ALCOHOLIC DRINKS	221,3	220,6	200,8
CIGARETTES, CIGARS & TOBACCO	207,9	205,3	190,2
CLOTHING & FOOTWEAR	204,1	202,9	182,9
Clothing	196,7	195,8	177,9
Footwear	251,7	248,7	216,9
HOUSING	191,2	190,9	179,1
L & POWER	274,7	274,4	247,1
FURNITURE & EQUIPMENT	207,8	207,6	187,2
Furniture	175,3	175,3	159,5
Appliances	170,7	170,7	149,2
Other	249,6	248,9	229,2
HOUSEHOLD OPERATION	269,8	266,0	224,5
Cleaning materials, etc	237,9	234,5	192,3
Domestic servants	278,7	273,3	241,5
Other services	261,9	261,7	206,4
MEDICAL CARE	171,6	171,6	160,1
TRANSPORT	245,6	245,6	222,1
Vehicles	229,2	229,2	201,3
Running costs	260,5	260,5	240,3
Public transport	265,6	265,6	244,2
COMMUNICATION	156,9	156,9	156,9
RECREATION & ENTERTAINMENT	222,1	221,6	204,5
READING MATTER	294,3	292,3	264,0
EDUCATION	261,3	261,3	238,3
PERSONAL CARE	219,2	216,8	186,6
OTHER	216,4	215,5	196,8

tative and acceptable to African workers, and that the workers preferred them.

In 1973 only three co-ordinating works committees[39] had been established.

Recognition of African Trade Unions

The Verster investigation indicated that while the majority of participating organisations with liaison committees (56%) were opposed to the recognition of African trade unions, the majority of those with works committees (68%) were in favour of recognising them.[40]

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37. Op.cit. pp.91-4.
38. Ibid, pp.97-101.
39. Hansard 3 columns 160-1, 22 August 1973.
40. Op.cit. pp.66-8, 108.

VIER gru-hofsake het Suid-Afrika vandeesweek geskok weens getuienis van beweerde onmenslikheid teenoor swartes.

• 'n Transvaalse boer, Marthinus Jacobus Botha, bygestaan deur sy vrou, Maria, het 'n bediendetjie van vyftien met 'n sambok doodgeslaan.

• 'n Ryk Vrystater en sy vriende het na bewering vleisgebraai in 'n skuur terwyl swartmans kaal aan balke gehang het en van tyd tot tyd geslaan en elektries geskok is.

• 'n Swartman is dood nadat 'n makelaar uit Pretoria se spogbuurt Waterkloof hom geslaan het omdat hy 'n verkeerde pakkie sigarette vir die makelaar gekoop het.

• Blanke polisiemanne van Natal het minderjarige gevangenes na bewering gedwing om voor hulle gemeenskap te hê.

KORT voordat hulle vandeesweek gevonnis is: die twee Bothas by die hof afgeneem.

Ongeloof oor sy „sit'

Tronk toe ná sambok-dood

Deur HARRY VAN DEN BERG

'N MAN wat sy jong bediende met 120 houe van 'n swaar sambok doodgeslaan het, het tot voor sy vonnis van tien jaar tronkstraf vas geglo hy kan ná die hofsaak huis toe gaan.

Marthinus Jacobus Botha, 32, van Delmas het regter W. J. Human Vrydag in Pretoria se Hooggeregshof ongelowig aangestaar toe die regter hom en sy vrou, die 21-jarige Maria, vonnis. Hy en sy vrou het vir 'n oomblik na mekaar gekyk. Daarna het Botha met 'n strak gesig die trap na die selle afgestap, met sy vrou op sy hakke.

Tydens die verhoor het hy gedurig aan nuuskieriges vertel dat hy nie gaan „sit" nie.

Tydens die verhoor is getuig dat Botha die bediende, Engelina Nyakana, 15, net wou skrikmaak omdat sy glo 'n haardroër en kamera gesteel het. Sy wou nie sê waar die goed is nie.

Botha, wat die dag baie bier gedrink het, het Engelina met 'n sambok oor haar hele lyf geslaan. Toe sy onder 'n tafel wegkruip, het mev. Botha die tafel weggetrek. Engelina teen die muur vasgedruk en haar kop teen die muur gestamp. Sy het Engelina ook met die vuis in die gesig geslaan.

Later is getuig dat toe Engelina probeer weghardloop, mev. Botha haar met 'n „rugbyduik" platgetrek het. Engelina het opgestaan en 'n entjie verder bewusteloos neergeval.

Botha het water oor haar laat gooi en haar daarna weer met 'n sambok geslaan.

Sers. G. F. Ferreira het getuig dat hy na die Bothas ontbied is en Engelina gesien het. Vir hom het sy goed gelyk. Daar is getuig dat sers. Ferreira ook vir Engelina aangerand het. Die sersant het ook vir mnr. Botha gesê om haar te slaan omdat sy te jonk is om te vervolg.

Mnr. Piet Fourie het volgens getuienis ook die kind aangerand. Hy het self getuig dat Botha sy bakkie wou leen om Engelina se lyk in 'n dam te gaan gooi. Botha het dit ook oorweeg om haar lyk voor 'n aankomende motor op die snelweg te gooi.

Dr. S. J. Kruger, wat die nadoodse ondersoek gedoen het, het getuig dat Engelina dood is aan breinbloeding

SWARTE NÁ VUISHOU DOOD

Van Ons Pretoriase Redaksie

TWEE makelaars van Pretoria se spogbuurt Waterkloof is vandeesweek verhoor op aanklag van strafbare manslag en aanranding na die dood van een van hul swart werknemers.

Mnr. Hermanus L. Louw, 27, is tot R100 boete gevonnis, terwyl mnr. Jacob Meyer, 39, onskuldig bevind is.

Die voorval het in Junie vanjaar gebeur toe mnr. Louw vir John Mokwena gestuur het om sigarette te gaan haal. Mokwena het met die verkeerde pakkie sigarette teruggekom en na 'n woordewisseling het Louw eers vir Mokwena geklap en hom toe met die vuis in die gesig geslaan. Mokwena is daarna dood.

Mnr. Louw is onskuldig bevind aan strafbare manslag, maar skuldig aan aanranding.

‚Die makabere vleisbraai'

Van Ons Bloemfonteinse Kantoor

'N MAKABERE vleisbraai is gehou in die skuur van 'n bekende skatryk boer van die Vrystaatse goudvelde terwyl ses swartmans kaal met kettings aan balke geboei was en met tussenpose aangerand en geskok is.

So is vandeesweek getuig in die Hooggeregshof in Bloemfontein, waar ses speurders en twee burgerlikes verhoor word op aanklag van moord. Een van die swartes wat, na bewering aangerand is, het agt dae later aan sy wonde beswyk.

Pieter Steenkamp van die plaas Nooitgedacht, naby Welkom, Jan (Vlakvark) Janse van Rensburg, 30, 'n myntoesighouer van Morganstraat, Odendaalsrus, Jan Prins en Gideon van Eck, albei speurdersersante van Welkom en Dingaan Kala, Sabata Molapo, Jacob Mosobela en William Rakhometsi, speurders van Welkom staan tereg op aanklag van moord en aanranding met die doel om ernstig te beseeer.

Nog 'n speurdersersant, William Hammond, word beskuldig van aanranding met die doel om ernstig te beseer.

Die verhoor spruit uit die beweerde aanranding van ses swartes vanjaar op 11 Maart op die plaas Nooitgedacht, naby Welkom. Een van die swartes, Jantjie Matabako, het agt dae later aan nierversaking beswyk.

John Mafokeng het getuig hoe hy in 'n skuur aangesê is om sy klere uit te trek en aan sy geboeide hande aan 'n balk vasgeketting is.

„Met tussenpose is ek geslaan en geskok. Die baas van die plaas het daardie tyd die slaanwerk gedoen," het Mafokeng getuig.

Steenkamp het hulle met 'n voorwerp met twee punte geslaan en gesteek, en hy het so seer gekry dat hy gedink het sy ingewande gaan uitval, het Mafokeng getuig.

Hy weet nie wie almal saam met hom in die skuur was nie, maar hy weet hulle was almal kaal en hul koppe was met sakke toegemaak. Hy dra vandag nog letsels aan sy liggaam.

„Toe ek besef ek gaan dood geslaan word, het ek erken ek het ingebreek. Hulle het my oë met 'n sweep en met hul vuiste geslaan. Ek het vir hulle gebid en gevra hulle moet ophou. Ek glo hulle het opgehou omdat ek gebid het," het Mafokeng getuig.

Terwyl hulle aan die balke gehang het, het Steenkamp se werkers 'n skaap geslag en het die beskuldigdes vleis gebraai en gedrink.

Op 'n vraag hoe hy geweet het dis sterk drank, het Mafokeng getuig dat die beskuldigdes dronk en luidrugtig geraak het.

Nadat hulle van die balke afgehaal en na buite gebring was, het Steenkamp beveel dat perde gebring moet word sodat dié op hulle kon trap, het hy verder getuig.

Hulle het onder 'n boom gelê en die perde het oor hom gespring. Hy kon nie in daardie stadium sien of dit lig was nie, omdat daar droë bloed aan sy oë was en hy sy oë toegeknyp het.

Die verhoor is tot Vrydag verdaag.

Meisietjie vertel van ‚gedwonge omgang'

Van Ons Durbanse Kantoor

'N MINDERJARIGE swart meisie het vandeesweek in die Rondgaande Hof op Estcourt getuig sy is gedwing om met 'n swart gevangene omgang te hê terwyl drie blanke polisiemanne en 'n Indiër-reservis toekyk en lag. Sy verwag nou.

Die meisie, wie se naam nie genoem mag word nie, het getuig dat sy weens leeglêery in 'n park in hegtenis geneem is. Daarna het die vier beskuldigdes haar en 'n swart gevangene gedwing om gemeenskap te hê.

Die saak dien voor regter Thirion en twee assessore. Die voorval was ná bewering op 18 Maart. Die beskuldigdes ontken skuld op aanklagte van verkragting, poging tot verkragting en crimen injuria.

Hulle is konstabels Nico Swanepoel, 22, Johan Terblanche, 22, André Booysen, 19, en 'n Indiër-reservis, Eunice Ismail, 34.

Die meisie het in die hof beweer sy en die seun is gedwing om eers hul klere uit te trek; toe sy weier, het sy 'n hou gekry.

'n Hele paar polisiemanne het die hele tyd toegekyk en gelag. Ná die tyd is sy en die seun beveel om die kantoor te verlaat.

Konst. Nigel Engelbrecht het getuig dat hy gewalg het toe hy die kantoor binnekom en die seun en die swart meisie sien.

Die saak word môre voortgesit.

(A) QUALIFICATION National Diploma for Technicians	Number of Africans required 1976	1978	1980
14. Structural Draughtsmanship 15. Mechanical Draughtsmanship 16. Civil Engineering Draughtsmanship			
17. Building Surveying 18. Engineering Surveying 19. Topographical Surveying			
20. Analytical Physics. 21. Physics: Radioactive Isotepes 22. Physical Metallurgy			
23. Meteorology 24. Geology 25. Oceanography			
26. Munitions (Explosives)			
27. Chemical Technicians 28. Analytical Chemistry 29. Chemical Plant Operation			
30. Clinical Biochemistry 31. Chemical Technology (Plastics) 32. Paint Science			
33. Brewing Technology 34. Microbiology 35. Food Technology			
36. Sugar Technology 37. Meat Technology 38. Agricultural Microbiology			
39. Horticulture			
40. Water Purification Technology 41. Health Inspectors 42. Community Health Nursing			
43. Public Health 44. Medical Laboratory Technology 45. Radiography			
46. Physiotherapy 47. Veterinary Technology			
(B) National Certificate for Technicians	1976	1978	1980
48. Electrical Engineering (Heavy Current) 49. Electrical Engineering (Light Current) 50. Tele...			

Servants cost Pretorians R44 m

PRETORIA residents spent an estimated R44 million on domestic servants and gardeners last year, according to a report by the University of South Africa's bureau of market research.

Written by Professor J J A Steenekamp, the report reveals that employers spent R27 million on cash wages, R11 million on food and R2 million on clothing for domestic servants and gardeners.

The average monthly remuneration of full-time servants varied considerably from one Pretoria suburb to another. In the western suburbs it was R61, compared with R67 in the northern and R82 in the eastern suburbs.

According to the report, conditions of service for full-time servants are relatively favourable.

Over half the employers are not prepared to let their servants sleep outside the white area because of the inconvenience to both. The question of whether whites would be prepared to change to a system of self-help, eliminating domestic servants, is also discussed in the report.

Of the whites who employed servants, 47 per cent were prepared to do without them. From the circumstances in which they would be prepared to do so, it appears that few would be prepared to do without servants in times of economic prosperity.

The report sets the number of blacks working on private residential premises last year at 50 000.

Wholly individual action implies only external costs (ignoring private costs of actually making a decision to do something). External costs can be internalised by co-operative behaviour but decision making costs may be high especially when numbers are large so that non-co-operative behaviour cannot be detected since the impact on the outcome is small, or cannot be punished because not detected or too costly to do so. In small groups it is also easier to vote with your feet (leave Pinelands if you want to dance on the bank of the local river or tune your car in your own backyard). In large impersonal communities, voting procedures may have lower decision making costs than voluntary co-operative actions (see Mueller p398). Recognition of costs of decision making is the only reason why collective activity is consented to.

In private action, choices are compulsory for the individual to exerci
freedom. There is also a 1-1 mapping between individual action and th
of action. In political actions there exists uncertainty about the lo
of the individual decision along the decision making spectrum, so the
on the individual is not certain. This uncertainty limits the theory
collective choice based on rational individual behaviour unless the co
and sequential nature of collective choice is recognised. Nor is the
sense of responsibility present.

Buchanan and Tullock distinguish between choice at the constitutional
where the impact of the final outcome is uncertain to the individual
a 'randomly distributed' position in the succession of choices antici
so act as if he were choosing the best of a set of rules for the socie
(p96), and choice of concrete and specific action within defined rules
the individual's interest is more readily identified.

2. Constitutional choice

They develop a model for determining the optimum voting rule at the
al level, incorporating the social costs of interdependence. The ex
cost function (C) for a single individual with respect to a single ac
relates the costs he expects to endure as a result of actions of othe
the number of individuals required to agree before the final political decision is taken: Diagram 1. These external costs are positive for anything less than unanimity so from the point of view of external costs, unanimity is optimal. Anyman rule has greater external costs than dictatorial rule. The result is tempered by the existence of decision making costs which are an increasing function of the time, effort and resources required to reach an agreement through bargaining: Diagram 2. The optimal rule is determined for the individual under consideration and for the activity set he is considering by summing the costs of interdependence and choosing the point that minimises them. In Diagram 3, this minimum point is K/N, not necessarily a simple majority.

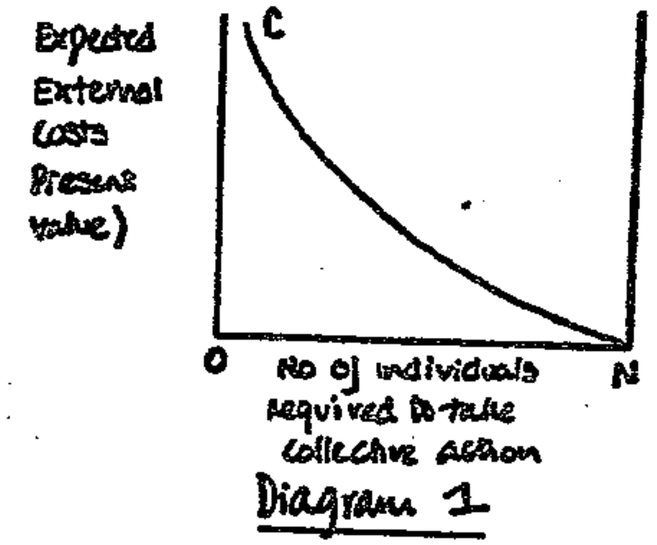


Diagram 1

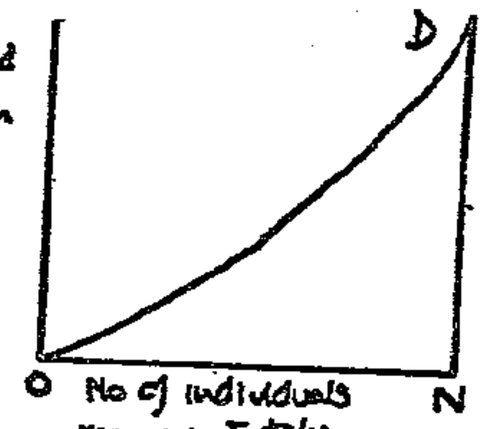


Diagram 2

August 1978

F.E. VIPOND

sday, November 16, 1978

Call for curfew at Sea Point

Staff Reporter

A CALL for a 9 pm siren and a curfew in Sea Point was applauded at a special general meeting of the Green and Sea Point Ratepayers' and Residents' Association last night.

The suggestion was made by a speaker from the floor who said the system was used in Bloemfontein and it worked well there. There were no problems and people were not afraid to walk in the streets at night.

Another speaker from the floor was cheered when he said no sleep-in servants should be allowed in Sea Point. He told the meeting, which was attended by about 150 people, that "if we get rid of servants, all the problems will disappear".

Dr John Sonnenberg, one of the city councillors for the area, said that keeping order in servants' quarters was the responsibility of owners and tenants. He read from a typical lease for a flat to show that flat tenants had agreed to take on this responsibility when they signed their leases.

People, even elderly people, were under a legal obligation to see that trouble did not occur in servants' rooms. However, many tenants preferred to ignore what happened in the servants' quarters.

A speaker from the floor said it was irresponsible for anybody to say get rid of servants in Sea Point. "Before you throw your servants out, find some place for them to live," she said.

Mr Chris Joubert, chairman of the association, told the meeting he was convinced that the beach patrols by the City's newly-appointed beach constables would work in spite of predictions that miracles could not be expected.

Several people, including the former Secretary for Commerce, Mr Joep Steyn, called for the council to control activities on the beachfront lawns. He said these lawns were public drinking and sleeping places and a photograph had appeared in Pravda recently showing 29 black bodies asleep on the lawns. They had been described by Pravda as victims of white racism.

Mr Norman Osburn, a city councillor, called for the sale of methylated spirits to be restricted to chemists in a bid to cut down abuse. He said most of the people who abused the substance bought it from general dealers. The problem was not confined to Sea Point but could be found in every part of the City and in most other countries.

the individual will vote for the activity to be shifted into the public sector.

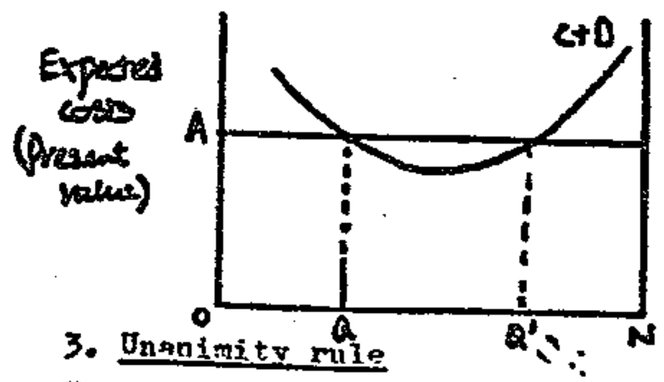


Diagram 4

3. Unanimity rule

Unanimity where all N/N agree, eliminates external costs but the costs of reaching a decision may be very high. At unanimity, individual investment in strategic bargaining becomes highly rational resulting in high decision making

SERVICES SECTOR — DOMESTIC WORKERS

1 JAN. 1981 —— 23 Dec 1981

Police raid upsets servants

By ANDILE NTEYI and GETTY MERCORIO

AN EARLY morning police raid on the servants' quarters of a Pinelands old-age home has upset the servants.

The women, who work at the flats, said this week that police went through all the rooms and searched wardrobes and under beds for children who were staying with their mothers for the school holidays. The police were accompanied by the manager of the home, Mr D Verrinder.

There are 13 women living in the servants' quarters. One claimed that some of them were half-naked. She said the police came after the manager had told the women that the children had to leave.

The manager threatened to call the police if they did not take the children home, she said. There were three children at the quarters who were spending the holidays with their mothers.

The woman said the gates at the servants' quarters were closed at 7 pm every day and no one could get in or out after then. She said that in the evenings they were not allowed visitors and during the day they had no chance of seeing anyone as they were working.

Asked to comment on the allegations, the manager of Pinelands Place, Mr D Verrinder, said that he and the assistant manager had repeatedly warned the servants not to bring their children to the home.

Not customary to warn

After threatening the servants with police action he called the police to search the rooms. The policemen asked him to accompany them on their raid.

Asked why the servants had been confronted while some of them were half-naked, he said that it was not customary to warn people that they were about to be raided.

Mr Verrinder said that Pinelands Place, like all old-age homes, had a security problem. Some of the residents took short walks in the evening and their safety had to be considered. The police had been called to rid the servants' quarters of undesirable characters, he said.

Mr D F Kerswill, director of the Cape Provincial Welfare Organization, which administers the home, said that when he visited the home last week he was "appalled to hear the crying of infants". The home, he said, was for the elderly and not for the hangers-on of servants.

While the home tried to avoid having live-in staff, those who lived in were certainly allowed visitors until a reasonable hour. The raid on Monday had taken place because residents had complained about the "row in the early hours of the morning" coming from the servants' quarters.

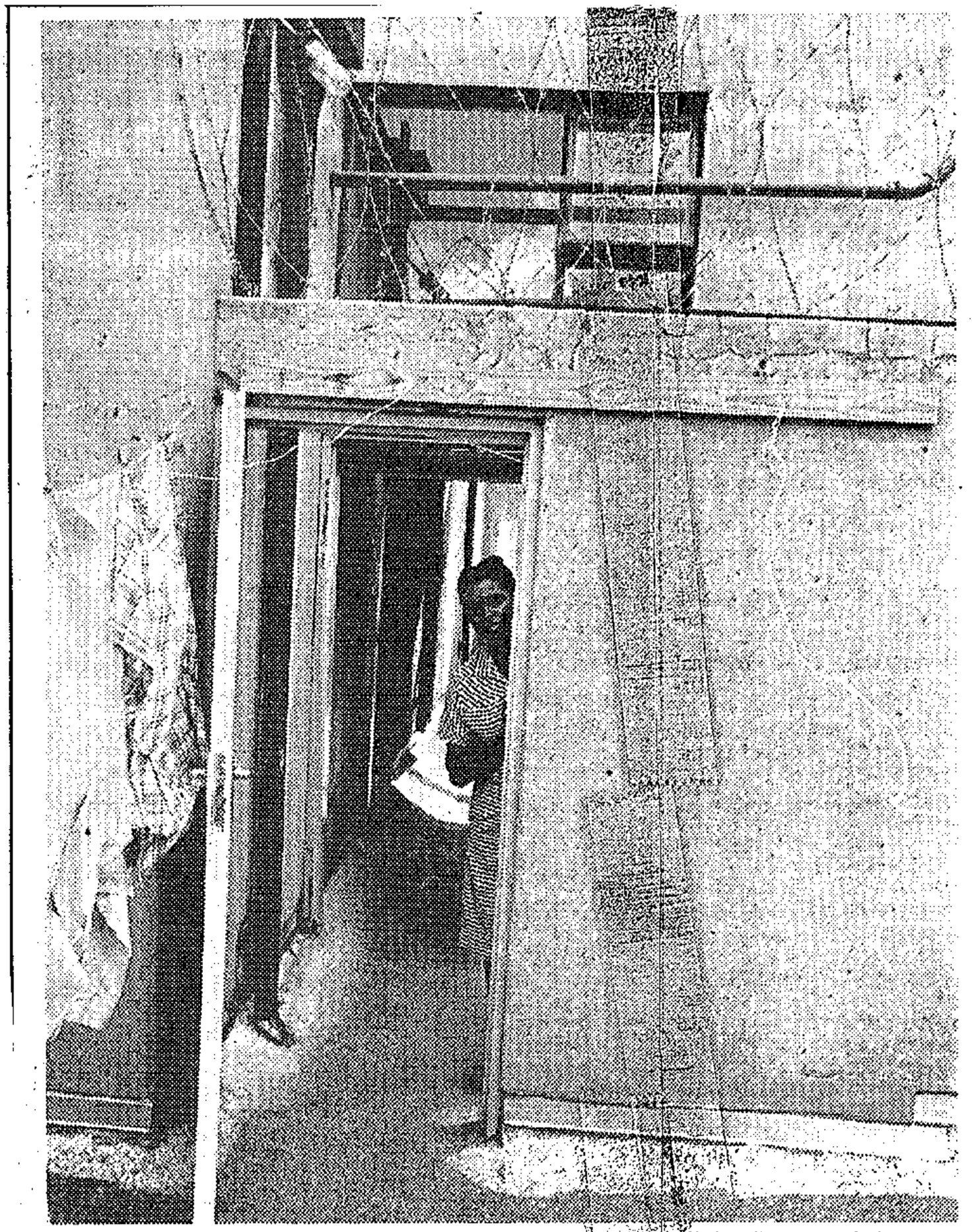
'Tantamount to theft'

Mr Kerswill said servants were not allowed to have visitors sleeping over in their rooms. Visitors of this nature "are obviously being fed, which is tantamount to theft."

He said it was his experience that whenever there was a confrontation between servants and management the servants rushed to the press.

The Divisional Commissioner of Police for the Western Cape, Brigadier D B Nothnagel, confirmed yesterday that the police had visited the home. He said the visit had been in response to a request by Mr Verrinder, who had alleged that men were sleeping in the servants' quarters.

He said the police found no illegal inhabitants and left, causing no unnecessary embarrassment. Police had announced their intention of examining the rooms before they opened the doors.



One of the domestic workers at Twickenham Hall in Berea, Johannesburg, Mrs Joyce Mtshali, peeps into the yard where she and her colleagues are locked up each night. When the door to the yard is locked, barbed wire prevents anybody climbing the wall.

MRS WENDY THOMPSON
. . . superintendent

Domestics kept behind barbed wire after work

RDM 12/1/84 294

By JAYNE LA MONT

DOMESTIC workers living on the roof of a building in Johannesburg's flatland of Berea, are locked in each night behind a sturdy wall topped with barbed wire and freed next morning.

Residents of the building telephoned the Rand Daily Mail yesterday to complain about the treatment and claimed that once the door was locked, the maids could not get out until the next morning.

According to Mrs Wendy Thompson, superintendent of the building, Twickenham Hall, in Abel Road, this is to prevent strangers getting to the rooms.

She said the measure, taken about a week ago, also prevented the "girls" from bringing their boyfriends or visitors to spend the night.

But according to Mrs Joyce Mtshali, the workers are not happy about the arrangement.

"We are locked in at about 8.30pm and the door is opened again in the morning at about 7.15 to let us out to work. There is a watchman with a key to let us in when we come late," she said.

"But this is not the way for people to have to live. It is difficult to get out again once the door is locked because the watchman is not always around if we need to go out later for something."

The workers' rooms are in a courtyard on the roof of the nine-storey building. It is enclosed by a 2m-high concrete wall topped with a double layer of barbed wire.

A door set in the wall affords the only access to the area.

Mrs Thompson said residents of the building had complained because of people "coming in from the street and wandering around".

"That is why it was decided to lock the door. Because of this we have had a very quiet New Year.

"I feel the girls are much safer now and they have not complained at all," she said.

Move to improve servants' rooms

Municipal Reporter

The city's health department and officials of the West Rand Administration Board are to discuss the minimum requirements for the living conditions of flatland domestics.

A spokesman for the city health department said it appeared there was a certain grey area in the administration of health laws since Wrab had taken over the functions of the council's Non-European Affairs Department.

Under the Health Act and the Bantu Labour Act used by Wrab certain standards were set for washing facilities, toilets, lights, ventilation and floor areas, but no mention was made of common rooms and kitchens.

"This grey area will be discussed with Wrab and we might ask that all applications to provide live-in accomodation for cleaners be referred to our department," he said.

The city's Medical Officer of Health, Dr B R Richard, said if people were dissatisfied with their living conditions they could complain to his department and the matter would be investigated.

The minimum standards were laid down by the Slums Act, which made no distinction by race or colour, he said.

"There certainly should be electric lights, good ablution facilities, access to hot water and to warmth in winter, for domestics," he said.

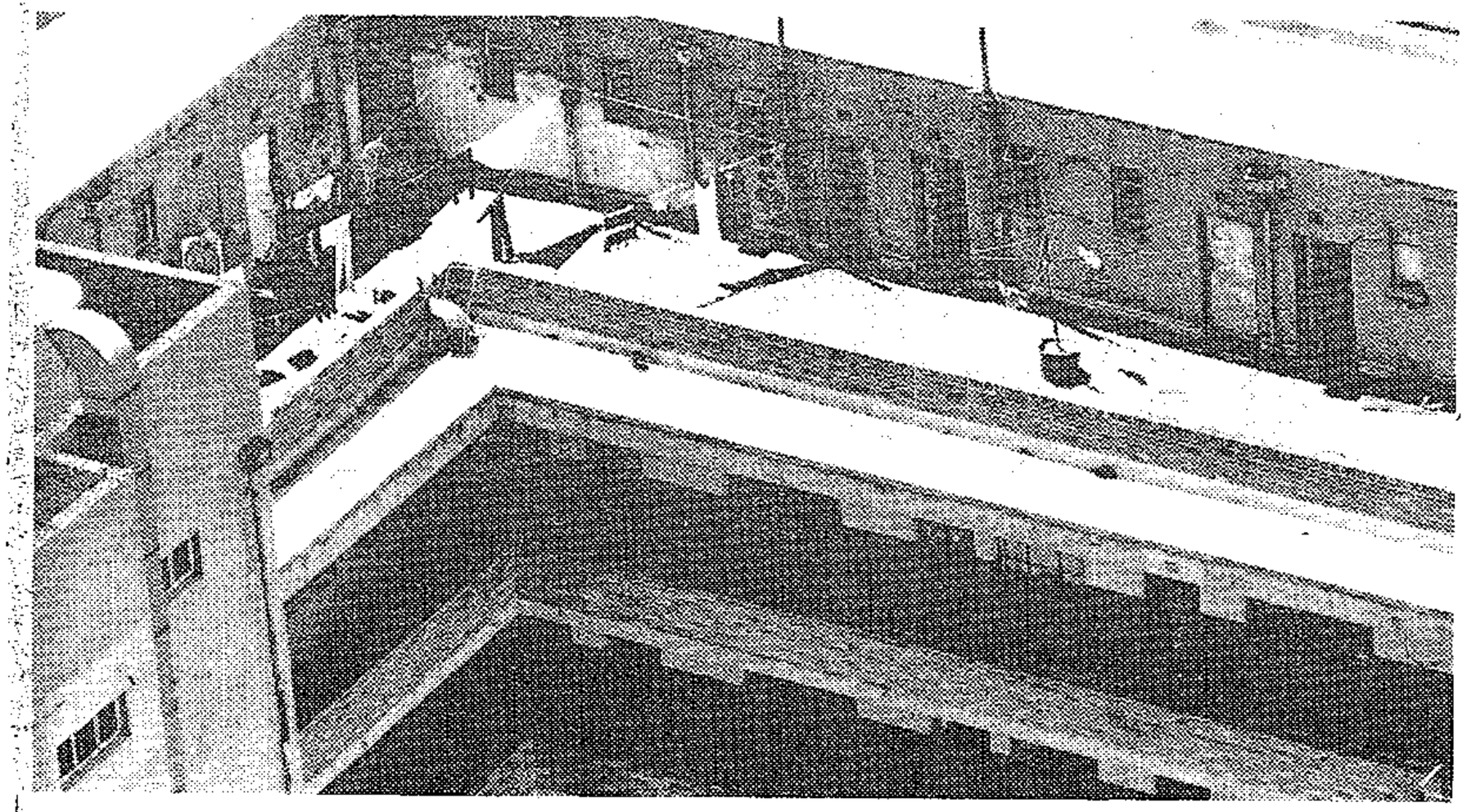
A Johannesburg city councillor, Mrs Janet Levine, has called on Wrab to investigate domestics' working conditions and to make urgent representations to the Minister of Co-operation and Development, Dr Koornhof.

Last year Mrs Levine under alternative victimisa- council calling for hot water, electricity, heating and ceilings in domestics' quarters. It was accepted unanimously by the council.

"Flats in Berea and Hillbrow have appalling conditions for domestics," Mrs Levine said.

She called on the public to speak out about domestic workers' living conditions and push local and provincial authorities to petition the Government to legislate for improved living conditions.

HOME IS WHERE THE GLOOM, COLD WATER AND SCARCE AMENITIES ARE

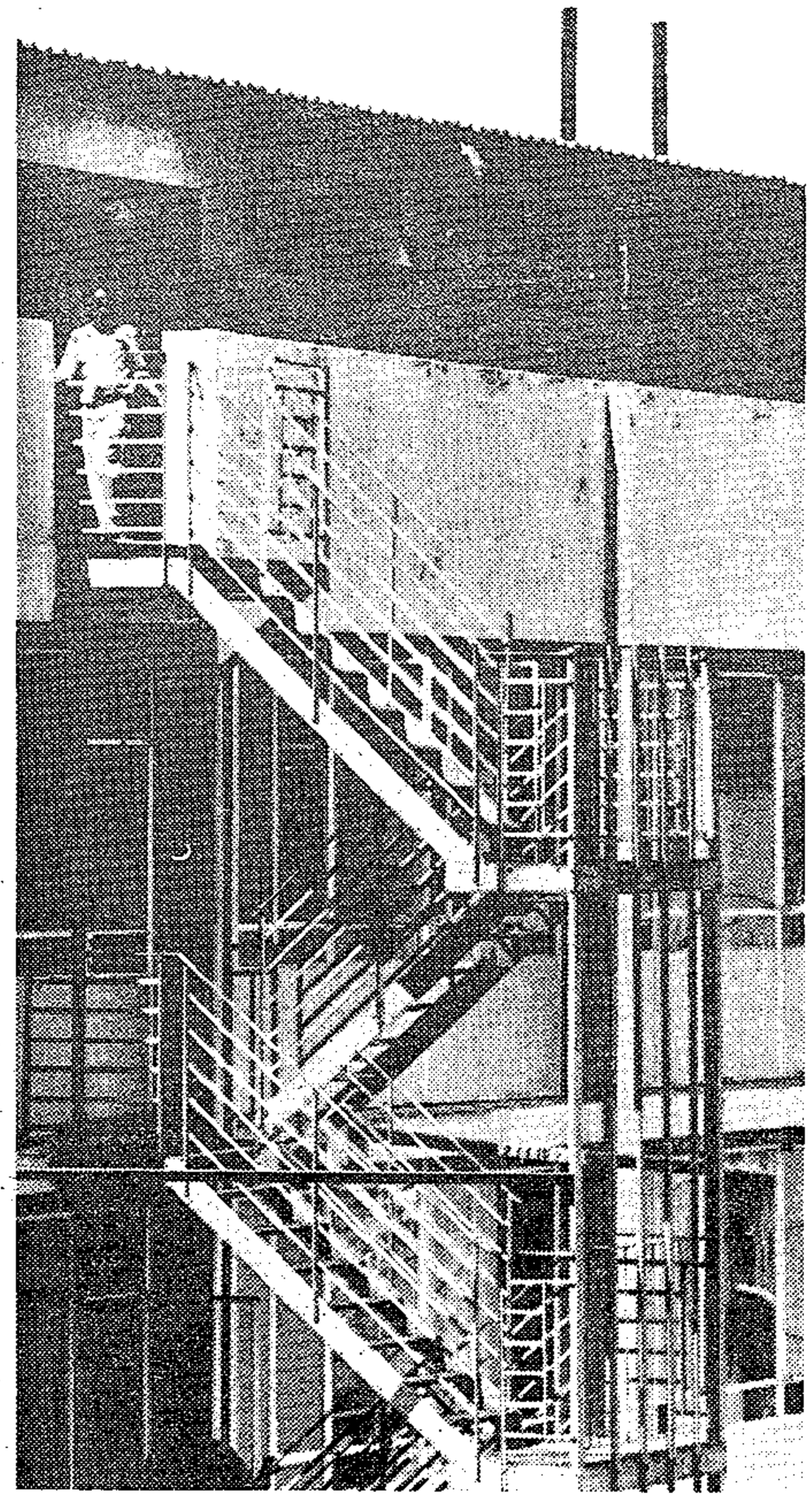


Looking down on the top floor of Hillbrow building where domestics must make their lives

Sad rooms at the top for Blacks in city's flatlands

S. Express 18/1/81

294



● No plush living-rooms for those living in these rooms at the top

SUNDAY EXPRESS INVESTIGATION

By CHRISTINA PRETORIUS

DEAR Madam, in your three-bedroomed flat . . . what did your maid do last night?

Did she go "home" to a location in the sky?

Did she wash in cold water in a bath she shares with 12 other "ousies"?

Did she use one of the two unventilated toilets?

Did she sleep in a room smaller than your pantry, on a bed with the legs set into paraffin-filled coffee tins — not to keep away the Tokolosh, but the bugs?

And tell me, Madam, was she, like the rest of her colleagues, locked into her rooftop quarters at 8.30pm to protect you from "native women's morals"?

Or did she cry?

Lots of maids do, you know.

In fact many weep for their children and the futility of their lives.

This week the Sunday Express investigated domestics' living quarters in Johannesburg's flatland.

Living in the sky conjures up visions of magnificent views, penthouse apartments and luxury second to none.

But there are no luxury apartments in a location in the sky.

The penthouses are square cells too small to take more than a pallet bed and table.

The view outside is great — except you might fall over the edge of a wall which is too low.

And from inside there is no view — merely a couple of small, frosted-glass windows at the top of an unpainted wall.

"If you stand on the bed and twist your head to a funny angle you might just get a look at the Hillbrow tower," one maid told me.

And the only swimming pool available is a tin bath in the centre of a room with mouldy walls.

There is no elegantly appointed courtyard with potted palms in every corner — just rows of washing lines decorated with the madam's underwear and the master's golfing gear.

And this, Madam, is where your maid goes every night.

At Twickenham Hall, in Abel Road, the maids are locked into their nine-storey high quarters at 8.30pm every night.

The reason? "Because native women do not have the morals of other people," says the owner.

But, although the domestics say this is a lie, they are scared to say so publicly.

"We'll lose our jobs if we start complaining about being locked in," said one.

"We're locked in because we're Black," said another.

"And because we're Black the Whites can do just what they want without us being able to do anything about it. What would we do if there were a fire? I can't see the nightwatchman dashing up nine flights of stairs to let us out, can you?" she asked.

Twickenham Hall's maids' quarters were among the worst we saw.

Even the toilet windows were wired up to prevent anyone climbing through. As none of the toilets flush properly this means an intolerable stench builds up.

"Sometimes it gets so bad in there that you have to leave the door open when you use the toilet," said one maid.

None of the lavatories are supplied with toilet paper and there is no hot water in bathrooms.

"Things like hot water and toilet paper are considered a luxury up here," said one maid.

At the luxury flat block, Portofino, in Killarney there is a sign outside the maids' quarters reading: CF4

● The sign which controls domestics' lives in Killarney

ing. We can't even keep warm in our rooms because there are no plugs for heaters," she said.

The room she lives in is tiny with only three small, frosted-glass windows at the top of a wall.

There is no plug and she cannot listen to the radio, make a cup of tea, or iron a dress.

The domestic earns R60 a month and sometimes works until 10.30pm — "when the madam has people for supper".

At the Mariston Hotel the quarters are satisfactory, say the domestics.

But heaven help the servant who suffers from vertigo because one slip could mean a 30-storey fall.

The quarters are reached by the unprotected fire escape and at the top there is a low decorative wall which doesn't even reach the average person's thigh.

The wall dips almost to floor level in places, leaving a gap to fall through.

At Sylberta Court, a block of flats one street away from

of natural light in the rooms.

"It's far healthier for people to bathe in cold water and besides hot water can run rather expensive. Facilities like baths and showers are not mentioned in the regulations," he said.

Dr Richard said that only 10% of natural light was needed in maids' rooms for the quarters to be passed by his department.

"Electricity does not affect us either — it makes no difference whether or not there are plugs in the rooms," said Dr Richard.

In fact the only area where the flat blocks slipped up was in the provision of change rooms, ablution facilities and a kitchen for "living-out" maids.

But flatowners needn't worry. According to Dr Richard, his department does not carry out regular checks of maids' quarters — because it is short of staff.

"We only do checks if people direct complaints at us," he said.

Sue Gordon, secretary of the Domestic Workers and Employers Project (DWEP), said she found the present health regulations governing quarters "horrific".

"I find it appalling that people should be expected to live in such squalor with absolutely no comfort at all.

"What kind of quality does it give their lives?"

The DWEP advises that there be at least one bath to every five domestics and that another domestic be employed to service the rooftop quarters.

"We have certain minimum specifications for domestics' quarters and we suggest employers stick to them," said Mrs Gordon.

"Servants' rooms should have plugs, a comfortable armchair and bed, a table and wardrobe and a large window with a pleasant outlook.

"As for this business of locking maids in every night — well, it is shocking.

"It is degrading for the maid to be treated like a slave and to have to live in little better than slave quarters," said Mrs Gordon.

Jackie Kock, author of "Maids and Madams", a book dealing with maid/employer relationships, said domestics' quarters were for the most part, appalling.

"Municipalities should lay down reasonable specifications for maids' quarters," she said.

VISITING.
THURSDAYS & SUNDAYS
TILL 9-PM
STRICTLY BY ORDER

Ten women live in the quarters which have to be reached from the outside, weather-beaten part of the building.

The quarters are pretty battered looking too. An unevenly floored corridor with a central drain runs the length of the rooms.

The rooms themselves are laughably small, especially in relation to the spacious flats below.

Each room has one bare light bulb set into the high, narrow ceiling — there are no plugs and, according to one of the domestics who has lived in the block for a few years, plugs have to be installed by the "madam."

There is one bathroom and two toilets to serve the maids.

One 250ℓ geyser serves for hot water and the woman says it's almost impossible to bathe in the winter.

"There is never any hot water. We spend the winter freezing.

Twickenham Hall, the domestics are given small rooms at the top of the six-storey building.

The rooms have dirty walls which face a waist-high wall.

It would be a simple matter to fall over the wall and, according to one resident, this has almost happened on a number of occasions.

There are no cooking facilities except for a derelict coal stove that sits against the wall of the "kitchen" — a dirty, smoke-stained room with no other facilties.

There is only one bath and one toilet for the servants — both of which are in the same filthy room.

As in the rest of the flats we visited, there was no toilet paper — only a few torn up sheets of newsprint.

And yet these conditions are not illegal.

Dr Baldwin Richard, Medical Officer of Health for Johannesburg, said all that was considered necessary for adequate domestics' quarters was a water supply, toilet facilities and 10%

PITY THE MARTYRED MADAMS

Argus 23/1/81

By 294

SCOTT HAIGH

THERE would have been much bickering at the bridge tables in the past few days about the news that 60 domestic servants in Port Elizabeth have formed a trade union with preliminary demands for R120 a month, plus bus-fares as a 'fringe benefit.

Wives talk about the servant problem in South Africa as incessantly as their men discuss rugby in hushed and reverent tones. So many South African wives regard themselves as 'martyred madams' plundered by the ungrateful 'chars' and maids they so unselfishly employ.

Visitors from servantless countries such as Great Britain, the United States and Australia, however, see a different South Africa; that of a last lotus-like outpost of domestic feudalism; a land in which the hand that rocks the cradle seldom washes so much as a teaspoon.

Newcomers from countries where sophisticated chars or *au pair* girls earn more in an hour than many South African servants earn in a 12-hour day scorn the laments of the local 'martyred madams'.

IMPOSTOR

They quote the economic cliché that cheap labour is the dearest labour of all. If a martyred madam's latest impostor of a maid did try to clean the bath with a broom or a carpet sweeper what else could be expected when the domestic employment industry remains chaotically disorganised, and the exploiter can racketeer at will without fear of the law.

Husband and wives — and sociologists too — can argue till their vows come home over the eternal question whether or not South African domestic servants eat their employers out of hearth and home.

But I am certain that the spirits of a remarkable married couple did hover over that Port Elizabeth gathering where those long-suffering servants let their aprons down.

Remember the doughty Jessie Herstlet and her philanthropic-doctor husband? The crusader Herstlets were what the cynical youth of 1981 would deride as dedicated do-gooders. I cite the term as a compliment to the Herstlets.

Jessie was a short hunched figure and a woman of personal and intellectual charm. For years she campaigned for an unofficial Magna Charta for domestic servants in an age when the fat-cats of the community insisted on service with abject servility — at starvation wages.

Jessie Herstlet did win one victory; it was she who was responsible for the recognition that Thursday should be the day on which servants could have the afternoon and evening free to themselves. The 'Thursday-off' custom prevails in the Peninsula today.

Though the prospect of a properly organised effective union of domestic servants still seems distant, Jessie Herstlet should surely be its patron saint if any such 'closed shop' should come about.

Dr Herstlet was a revered name among the Bantu community which he served devotedly. A terrifying disaster in World War 1 at sea haunted him all his later life. He was the medical officer aboard the ill-fated troopship Mendi which was torpedoed near France when carrying a South African Africa labour corps for service in France. Many Africans drowned bravely. For years an anniversary memorial service was held in Langa.

Since the Herstlets, 'group areas' laws have altered the pattern of the 'servant industry' here. Domestic labour can no longer be drawn from such traditional lines as Kings and Tramway roads in Sea Point or the Protea Road area in Claremont.

The convenience suited both madam and maid alike. Meanwhile let 'martyred madams' who forget that a char earning R5 a day may spend R1,20 of this on bus and train fares ponder over that Port Elizabeth meeting.

It may presage the knocking of a pecuniary Nemesis on the kitchen backdoor!

ARCHITECTURE
(Continued)

Mrs. Thornton White Prize
For the best work in first year.
Miss M F J Sandilands

M R I Ness

National Dev
for the Build
Book Prizes
For the best s
year of study
course.

First Year
J A L Chapm

Second Year
C S Jones

Third Year
B de Jong

Fourth Year
R W Kohne

George Stracha
For the best f
student of the
R W Kohne

LTA Prize
For the best s
a first class
dissertation in
Management.
S F Richardson

RDM 28/1/81 (294) (4A)

Domestics want better treatment

Own Correspondent

PORT ELIZABETH. — Improvements in salaries and working conditions were called for by the steering committee of the Domestic Workers' and Salesladies' Association, formed at a meeting in Zwide, Port Elizabeth.

The association and an Old People's Association for the Care of Pensioners were formed under the auspices of Roots, the black cultural movement.

A Roots spokesman, Mr M Mayekiso, said the domestics' association, headed by Mrs Masa Baliwe of New Brighton, had recommended a pay scale of R70 for live-in domestics, R80 for those commuting daily and for those with special skills, R6 a day for chars and R1 an hour for overtime.

Mr Mayekiso said the association would send a circular to all clergy and employers asking them to pay the recommended salaries, which he thought were reasonable. They were far below the R100 minimum called for at a previous meeting.

The Old People's Association, headed by Mr Zolile Yantolo of Soweto, resolved to ask the authorities to pay pensions monthly instead of bi-monthly.

Mr Mayekiso said many people applying for pensions were turned down and others had long delays. The association would help them. He said Roots had a membership of 10 000, with hopes of more. There was a new branch at Uitenhage and others would be started next week at Mdantsane, East London, and Dimbaza, near King William's Town.

Mr Mayekiso said Roots was concentrating on tackling the people's problems at grassroot level and mobilising them to become involved in the political struggle.

Applications for labour should also be addressed to:

Secretary for Justice,
Private Bag X518,
ZWELITSHA,
5608.

Notice required

The ideal period of notice required is two to four weeks. However, depending on the type of labour required, this period may be shortened. Employers should discuss the matter with either of the abovementioned officials.

Summary

The Ciskei Manpower Development Programme is designed to assist both the Ciskei Government and the employers of contract labour by simplifying the recruitment procedure and by supplying labour better suited to meet the employers' needs.

It should be appreciated that only orientation and simple basic training can be given—more specific training will have to be given by the employer. It is nevertheless expected that employees selected in the prescribed manner will prove to be better workers than they have been in the past.

Annexure 2 CISKEI MANPOWER DEVELOPMENT CENTRE
ADVERTISEMENT, DAILY DISPATCH, 30.01.81

294

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Phone: **45-1404**

MANPOWER DEVELOPMENT CENTRE

The Conference on the Economics of Health Care

in

Southern Africa.

University of Cape Town, 25th - 29th September, 1978.

The Costs ~~Effectiveness~~ and Benefits of Intensive, Supervised, Short-course Ambulatory Chemotherapy for the Treatment of Pulmonary Tuberculosis.

Summary.

An endeavour is being made to show that in spite of the relatively high purchase price of the newer drugs, namely Rifampicin and Ethambutol, provided the whole matter is seen as requiring the complete re-or[ganisation] of a short course multi[-drug] and practice, the results can be very s[uccessful]

Preface

~~Not being an accountant nor an~~ ~~keeper, much less an inner member of the~~ ~~Health, the Medical Research Council, the~~ ~~National Tuberculosis Association, or even the Provincial~~ ~~Administration or a Local Authority,~~ it is extremely difficult to obtain what accurate details exist (1), for, apart from anything else, financial statistics are usually restricted to the few, and bulk figures are not easily broken down and re-grouped for specific purposes.

There is full supervision of each patient whether at work, at home, or from a central or mobile unit. The cost of this method is compared to that of hospitalisation.

To avoid being thought partisan, an endeavour will be made to give, as far as is possible, international statistics. These are few and far between and are seldom published in medical journals.

The intensive short course therapy (I.S.-C.T.) referred to includes adding rifampicin, pyrazinamide or ethambutol to therapy for all sputum positive patients with multiple cavitation.

Two Principles.

(1) The rapidity of change has brought about ~~the~~ an

NEW BODY to protect farm workers

By Thamba Khumalo

Domestic workers yesterday formed a representative body that will protect them against what they call "the exploitation and abuse by employers, officials and the State."

The body, known as the South African Domestic Workers' Association (Sadwa), was formed by more than 100 domestic workers who attended the meeting at the Institute of Race Relations in Braamfontein, Johannesburg.

Mrs Leah Tutu, executive member of the Domestic Workers and Employers Project (Dwep), said it was a great day of achievement as women decided to stand together and fight injustices as a united force.

"It is important for various people fighting for a common goal to stand together and united force. No man was won his goal on his own," she said.

She called on domestic workers to be united even during hard times like the imprisonment of colleagues.

"We must prepare ourselves for police harassment and imprisonment. We must remain united during trying moments," she said.

Dwep is an organisation whose primary aim was to improve relations between the domestic workers and their employers.

"Sadwa will not confront employers, but will negotiate with them on your behalf. Justice for all domestic workers shall be the organisation's main aim," Mrs Tutu said.

She stated the aims and objective of Sadwa:

- To protect the domestic workers against exploitation, hardship and abuse occasioned by employers, officials and the State.
- To form an office for the reception of complaints.
- To negotiate with employers and their associations on behalf of the workers.
- To take such other action on the problems which domestic workers face as may be necessary or expedient from time to time.

Membership is open to all domestic workers including men who are doing gardening.

requires, especially for a reasonable cost-~~effective outcome~~ benefit ratio, the complete re-orientation of the outpatient service and not, as at present, the mere substitution of the more expensive, ~~purchase price~~ drugs into the old scheme ~~of things~~.

Unless this happens neither low cost nor greater effectiveness will be achieved.

~~Otherwise, both these schemes fall between the two pillars, that of cost and that of effectiveness.~~

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

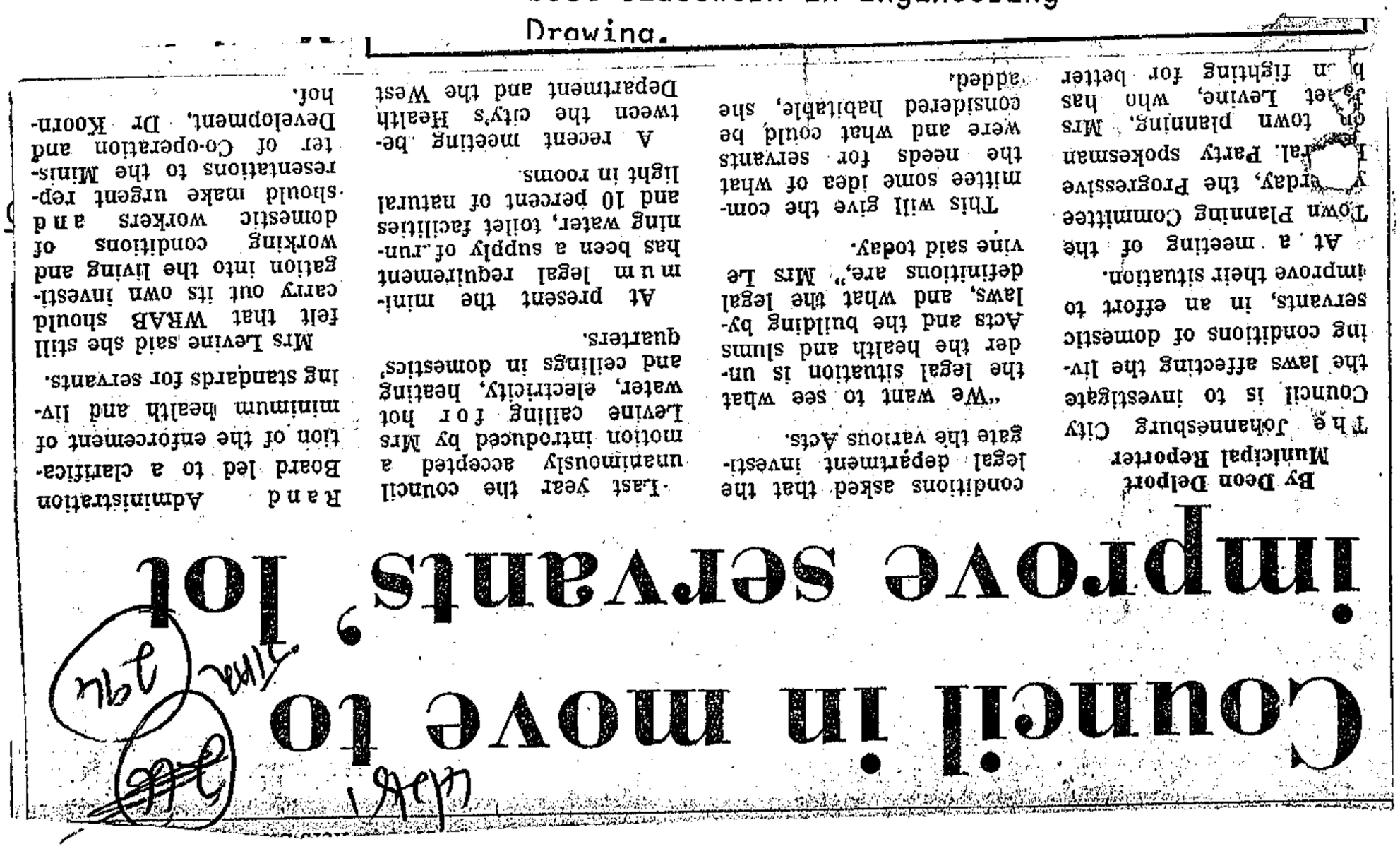
Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McCleland

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.



Council in move to improve servants' lot

By Deon Delport
Municipal Reporter

The Johannesburg City Council is to investigate the laws affecting the living conditions of domestic servants, in an effort to improve their situation.

At a meeting of the Town Planning Committee today, the Progressive Party spokesman on town planning, Mrs Janet Levine, who has been fighting for better conditions asked that the legal department investigate the various Acts.

"We want to see what the legal situation is under the health and slums Acts and the building by-laws, and what the legal definitions are," Mrs Levine said today.

This will give the committee some idea of what the needs for servants were and what could be considered habitable, she added.

Last year the council unanimously accepted a motion introduced by Mrs Levine calling for hot water, electricity, heating and ceilings in domestics' quarters.

At present the minimum legal requirement has been a supply of running water, toilet facilities and 10 percent of natural light in rooms.

A recent meeting between the city's Health Department and the West Rand Administration Board led to a clarification of the enforcement of minimum health and living standards for servants.

Mrs Levine said she still felt that WRAB should carry out its own investigation into the living and working conditions of domestic workers and should make urgent representations to the Minister of Co-operation and Development, Dr Koornhof.

'Rights' call for domestic servants

By Thema Khumalo

The only solution to the labour exploitation of domestic workers by their employers was the introduction by the Government of legislation safeguarding the workers' rights with immediate effect says Mrs Leah Tutu.

Mrs Tutu, a social worker with the Domestic Workers and Employers Project (DWEP) was reacting to the recent disclosures that most domestic workers were living under "appalling conditions" at their places of employment.

She rejected several moves by the Johannesburg City Council's health department and the West Rand Administration Board to compel employers to provide their servants with a hot water supply to their quarters.

The authorities also asked employers to improve the supply of running water, toilet facilities and 10 percent of natural light in the servant's quarters.

Mrs Tutu dismissed all these as petty and said as long as there were no laws regarding the rights of servants, employers would continue exploiting them.

She said the Government had always neglected domestic servants when it made provisions for other categories of workers.

DWEP is a social workers' organisation aimed at improving relations between domestic servants and their employers.

Last year the organisation set a minimum wage of R60 monthly for each servant.

Domestic fined for illegal residence

A WOMAN who has worked as a domestic in Constantia for the past six years to support her four children and her family in an 'impoverished area of Transkei' was found guilty today of being in the Cape illegally.

Judith Moletsane, 34, of Bridgebank, Brommersvlei Road, Constantia, was fined R60 or 60 days by the Langa Commissioner's Court. The sentence was suspended on condition she obtained the necessary permission to be in the area within 14 days or left the prescribed area of the Cape.

GUILTY PLEA

Moletsane pleaded guilty to contravening Section 10 (4) of the Black Urban Areas Consolidation Act. Her defence attorney, Mr S Kesler, pleaded in mitigation that Moletsane had come to Cape Town from an impoverished area in Transkei to find work

(Continued on Page 3, col 1)

(Continued from Page 1)

to support her children and her extended family.

He said that she had left Lady Frere in 1974 where she was unable to find work. She earned R71 a month as a domestic of which she sent back R60 to Transkei each month.

The money was used to educate her four children and her sister's two children. She also supported her grandmother who suffered from heart trouble and her grandfather who was unable to work because of poor eyesight. Mr Kesler said education costs were high and Moletsane had been forced to come to the Cape to find work to feed her children.

The prosecutor, Mr J Fourie, submitted that Mr Kesler's statement that Lady Frere was an impoverished area was hearsay. He said she had been in the Cape for six years without doing anything about legalising her stay.

Mr Fourie said that the accused was not married but had four children and submitted that she could have instituted action against the father of the children for maintenance.

He submitted that the case was no different from any other case.

Moletsane's employer is due to appear in Retreat Magistrate's Court on February 25 to face the charge of employing her illegally.

Mr L van Wyk was on the Bench.

GENERAL NEWS

Race institute plans centre for domestic workers

Own Correspondent

The Institute of Race Relations is planning a major expansion this year, according to the director, Mr John Rees.

Among developments at the institute, was an expansion of the research department, with the appointment of two new research trainees in Johannesburg, he said.

Other new thrusts would be:

● Expansion of the Education Information Centre (EIC), which aimed to assist employers find suitably qualified black staff.

The EIC provided aptitude tests for prospective employees or for persons wanting bursaries.

It was now hoped to move into the field of encouraging employers to train and advance their black staff.

● The launching of the South African Domestic Workers' Association (Sadwa) for the protection of the rights of domestic workers.

At present Sadwa would operate as a complaints office for "the most vulnerable and exploited section of South Africa's work force," although it could be transformed into a trade union at a later stage.

● Work on "Homestart," a project on the drawing boards to use specially equipped buses in the townships to provide pre-school education for infants.

It was also hoped to launch several new shops in 1981 to promote the sale of African craftwork along the lines of the institute's shop in Pietermaritzburg.

Auden House, Johannesburg, head office of the institute was to be expanded with the addition of four floors. In addition, a modern shopping area was to be created at the front of the building for the sale of publications and craft-work. — Sapa.

already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them : interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may

Domestic workers fight for their rights

There has been an outcry at the Government's failure to introduce legislation to protect domestic and farm-workers. And today the South African Domestic Workers' Association comes into being in Johannesburg to fight for their rights.

"The domestic and farm workers are among the most exploited workers in South Africa," said Mrs Helen Suzman, MP. 'I believe all these people should be protected."

Lucy Mvubelo, general secretary of the Garment Workers' Union, said, "I feel very perturbed about this. Domestics and farm workers contribute to South Africa's economy, and yet they have no protection whatsoever. We'll fight at trade union level for this."

"This is outrageous, said Sue Gordon, head of the Domestic Workers and Employers Project. "Not only should workers be recognised under the Wage Act, but they are also entitled to medical aid, pensions and unemployment insurance."

Mrs Gordon said the SA Domestic Workers Association, which was launched today, with a committee comprised of domestic workers, was formed to teach women how to negotiate better wages.

"I see it giving them solidarity. They will have an office and on a practical level domestics can complain here and the association will approach the employer on their behalf."

Mrs Gordon said most domestics did not discuss their pay with each other, "and now they will learn what others are earning."

She said the association would be launched in Natal next week, and in the Western Cape "fairly soon."

Members would pay R3 a year, for which they would receive a lot of education on such matters as hire purchase as well as wages.

"If employers want to start an association of their own, they can go ahead, but it's about time they learnt to negotiate and not to state arbitarily what they want," said Mrs Gordon.

to the objectives - objects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc. .

This is necessary
a) to know the cost of pursuing each objective,
b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis,
c) to know the effectiveness of a given amount of money when spent on different ~~programmes~~ objectives so that choices can be formulated in terms of the alternatives we might afford - so many geriatric day care centres, so many child welfare clinics, etc.

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicines', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping of expenditure into programmes is an art. Pole, an economist in the U.K. Department of Health, writes :

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute .... One might suggest that where decisions are primarily a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics; but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

DRAFT - ~~Please do not quote without the writer's approval.~~

HEALTH EXPENDITURE IN SOUTH AFRICA. *

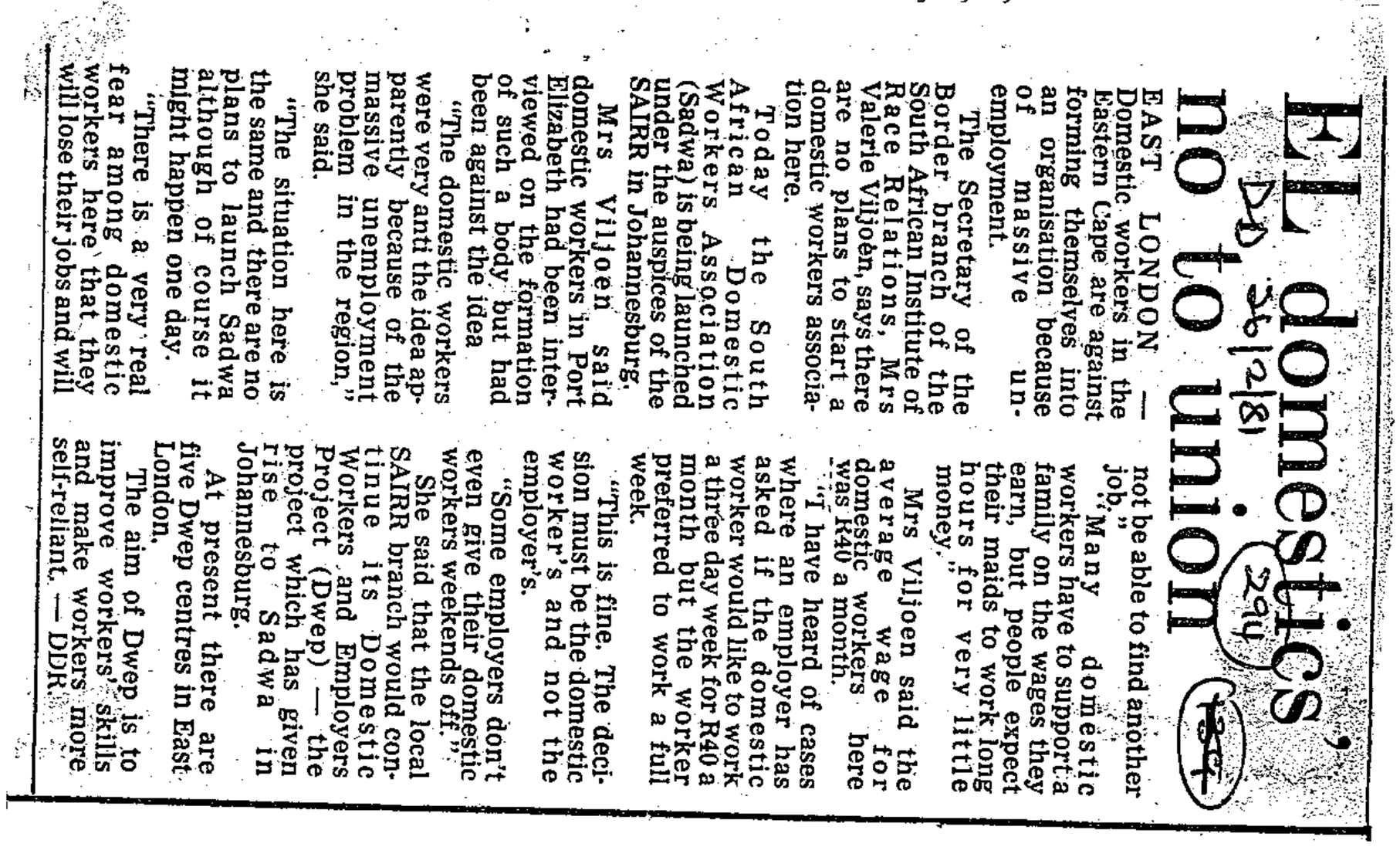
1. Introduction.

Health expenditures account for a relatively small proportion of expenditure in most economies. Despite this, their importance in qualitative terms is considerable since good health is a fundamental determinant of the benefits which can be derived from most other forms of consumption expenditure, and improved health is an important factor contributing to economic growth and development[1]. Free or subsidised health services provided by government must also be considered as a part of the "social wage" and in order to obtain a comprehensive description of the distribution of welfare in any society the distribution of the components of the "social wage" should be analysed in addition to an analysis of the distribution of personal incomes[2]. Little research has, however, been directed towards the analysis of the composition or the distribution of health expenditure in South Africa[3].

Any study of expenditure is likely to raise questions relating to demand and supply relationships as well as questions relating to quantity, quality and price. In section 2 of this paper, the sources of supply of health services in South Africa are described. Section 3 considers

(2)

total expenditures on health from 1959 to 1974. In this section an international comparison is made. Universally acceptable norms for determining the optimal level of supply of health services do not exist, and comparisons with other countries cannot establish such a norm, but they do provide a useful benchmark for judging the level of the flow of



EL domestics' (24) union (last)

EAST LONDON — Domestic workers in the Eastern Cape are against forming themselves into an organisation because of massive unemployment.

The Secretary of the Border branch of the South African Institute of Race Relations, Mrs Valerie Viljoen, says there are no plans to start a domestic workers associa-tion here.

Today the South African Domestic Workers Association (Sadwa) is being launched under the auspices of the SAIRR in Johannesburg.

Mrs Viljoen said domestic workers in Port Elizabeth had been interviewed on the formation of such a body but had been against the idea

"The domestic workers were very anti the idea apparently because of the massive unemployment problem in the region," she said.

"The situation here is the same and there are no plans to launch Sadwa although of course it might happen one day.

"There is a very real fear among domestic workers here that they will lose their jobs and will not be able to find another job."

Many domestic workers have to support a family on the wages they earn, but people expect their maids to work long hours for very little money."

Mrs Viljoen said the average wage for domestic workers here was R40 a month.

"I have heard of cases where an employer has asked if the domestic worker would like to work a three day week for R40 a month but the worker preferred to work a full week.

"This is fine. The decision must be the domestic worker's and not the employer's.

"Some employers don't even give their domestic workers weekends off."

She said that the local SAIRR branch would continue its Domestic Workers and Employers Project (Dwep) — the project which has given rise to Sadwa in Johannesburg.

At present there are five Dwep centres in East London.

The aim of Dwep is to improve workers' skills and make workers more self-reliant. — DDR.

* THE AUTHOR IS GRATEFUL TO JILL NATTRASS AND GAVIN MAASDORP FOR THEIR COMMENTS.

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(1) S.J. Mushkin, "Health as an Investment", Journal of Political Economy, vol. 70, 1962, pp 129-157.

(2) J. Le Grand, "The Distribution of Public Expenditure: The Case of Health Care", Economica, vol. 45, 1978, pp 125-142.

(3) The writer has found only two works relating to this field:
Mary O'Reagain, The Hospital Services of Natal, Natal Regional Survey, vol 8, University of Natal, 1970; and S. Trengove-Jones, A Study of Health and Health Services in South Africa, unpublished M. Com. dissertation, University of Natal, 1977.

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Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McCleland

Professor George Menzies Prize

Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

The worst job in the country . . .

NM 6/3/81 (294)

Mercury Reporter

DOMESTIC employees experienced the worst working conditions in the country, Mrs Leah Tutu, wife of Bishop Desmond Tutu, said in Durban yesterday at the launching of the Domestic Workers' Association.

Mrs Tutu, who flew from Johannesburg to attend the meeting, said domestic workers themselves had decided to form the association.

'They have no Government regulations or trade union to protect them as workers, which means they may have to work long hours for low salaries and get no sick leave, unemployment benefits or pension. With the association they can at least come together as a group and voice their problems,' Mrs Tutu said.

She said how they dealt with their problems would depend on them.

Asked how she thought white employers would react to the association, she said they would probably be scared stiff.

'Whites are generally frightened of any black initiative and regard anything we do together as subversive. I believe as long as whites are not prepared to negotiate with blacks there will always be this fear,' she said.

Conditions for domestic workers varied greatly from one house to another but on the whole were bad.

'As the woman said in the prayer at the close of the meeting "we know what time we start working in the morning — but who knows what time we end",' Mrs Tutu said.

MRS Leah Tutu... whites may be scared stiff

(13/10)

GENERAL NEWS

R78 monthly suggested for domestics

23/6/16 Star 2/14

Own Correspondent

DURBAN — The Domestic Workers and Employers Project (Dwep) has recommended that the minimum monthly wage for a domestic worker should be R78,65.

The new guide to salaries of domestics has been issued by Dwep to compensate for the rising CoL.

The minimum wage is for a full-time living-in worker without special skills.

A worker with special skills or responsibilities such as cooking, baking or looking after children should receive a monthly minimum of R96,80.

Domestics in these two categories should, says Dwep, be given three meals daily and suitable working clothes.

Domestics in the "full-time, living-out category" should get more than "living-in" domestics because transport costs should be taken into consideration.

Suggested wages for domestics in this category are:

- Unskilled workers: R90,75 monthly.
- Skilled workers: R104,50 monthly.

Salaries recommended are based on an eight-hour day and a 40-hour week.

Employers who find it too expensive to pay full-time salaries could pay their domestics by the hour, suggest Dwep.

A part-time unskilled worker who puts in say, two eight-hour days a week should be paid R36,30 monthly and transport costs.

Dwep also suggests three-week annual leave on full pay and R1,20 an hour for overtime and baby-sitting.

- Sadwa — the South African domestic Workers Association will be launched on Thursday, under the auspices of Dwep. The venue is Auden House, Braamfontein.

Domesties in conflict

Staff Reporter

A PLAN to incorporate the local Domestic Workers' Association (DWA) into a similar recently-formed body in Johannesburg was rejected yesterday by the chairperson of the Cape Town body, Ms Maggie Oewies.

At the opening meeting, the new South African Domestic Workers' Association (SADWA), the director of the Domestic Workers' and Employers' Project (DWEP), Mrs Leah Tutu, said SADWA would incorporate the Cape Town domestic workers' body.

The DWEP is affiliated to the South African Institute of Race Relations.

Ms Oewies said in a statement released yesterday that SADWA would not succeed, because it was "an organization of care and concern".

"They provide tea and sympathy rather than treating the root of domestic workers' problems," Ms Oewies said.

She claimed that the DWEP had not gained support in Cape Town last year when it had tried to confuse domestic workers by calling itself SADWA and exploiting the keys issue.

New body for domestic workers?

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A NEW representative body for domestic workers formed in Johannesburg last week, would become national and could possibly incorporate Cape Town's Domestic Workers' Association.

Mrs Leah Tutu, director of the Domestic Workers' and Employers' Project (Dwep), said this would be entirely in the hands of the Domestic Workers' Association.

The new body was started by Dwep to protect domestics against what they call the exploitation and abuse by their employers, officials and the State.

It was started by more than 100 domestic workers who attended a meeting last Thursday at the Institute of Race Relations in Braamfontein, Johannesburg.

Branches of the new body would also be formed in other major centres, like Cape Town and Durban.

Ms Maggie Oewies, head of the Domestic Workers' Association, did not want to comment.

SADWA's objects were:

- To protect the domestic workers against exploitation, hardship and abuse by employers, officials and the State.
- To form an office for the reception of complaints.
- To negotiate with the employers and their associations on behalf of the workers.

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Domestic workers' wages

The Domestic Workers and Employers Project (DWEP) has recently issued an updated guide to the recommended minimum wages for domestic workers. The guide has taken into account the increase in the cost of living. The amounts recommended are for cash wages.

Full Time Living In Domestic Worker:
Minimum wage for relatively unskilled person R78,65 monthly.
Minimum wage for someone with special skills or special responsibilities such as cooking, baking or looking after small children ..... R96,80 monthly.
Both suggested salaries are for an eight hour day and 44 hour week. Workers should be provided with three meals a day and working clothes.

Full Time Living Out Domestic Worker
Minimum wage for relatively unskilled person R90,75 monthly

Minimum wage for a skilled person, e g a cook, or someone with special responsibilities R104,50 monthly
Transport expenses must be added to the salaries.
Both suggested salaries are for an eight hour day and 40 hour week. Breakfast and a nourishing midday meal and working clothes to be provided.

If you cannot afford the full recommended wage, then pay for the number of hours you can afford. For example:

* A part time Living Out worker could then be employed on a pro rata percentage of the recommended wage for a full time living out domestic worker.
* A worker coming in for two eight hour days a week would be paid R36,30 per month, plus transport expenses.
* And someone with special skills would be paid R41,80 per month, plus transport expenses.

A Daily Casual Worker — Minimum wage R6,60 per day plus transport. Meals to be provided.

A morning is four hours, but should be paid rather more than half of an eight hour day as one works harder in the first four hours.

. . . that's the domestic worker's say lawyers and rights workers

According to parliamentarian Mrs Helen Suzman and bodies such as the Black Sash, the Institute of Race Relations domestic workers' project wing (DWEP), the Law Clinic and other human rights spokesmen, the most abused, exploited and legislatively unprotected human today is the domestic worker. By YUSSUF NAZEER

CASE ONE: Beauty Mahlahle was sitting and watching TV with her boyfriend in the lounge of her employer's Turffontein home, when the employer's son-in-law walked in unexpectedly. He exploded into anger and attacked the couple.

He slapped and kicked them and then fired Miss Mahlahle — without pay. She was earning R50 a month.

Miss Mahlahle claims her employers had given her permission to watch television while looking after the house in their absence. The employer refused to comment on the matter and ignored a request to pay Miss Mahlahle's wages.

The Hoek Street Law Clinic is taking legal action. The clinic takes up complaints from aggrieved and abused domestics.

CASE TWO: Mrs Lydia Mxoli was sacked by her Rosettenville employer after returning from kwaZulu where, according to the law clinic files, she was compelled to spend two weeks at home so as to be near her 18-month-old baby who was critically ill in hospital.

A law clinic spokesman said the hospital had notified Mrs Mxoli's employer about her problem.

Mrs Mxoli's employer told The Star: "I chased the girl away because she stayed away for two weeks."

When told of Mrs Mxoli's position, the employer replied: "And what am I supposed to do about that?"

Offered R15

Mrs Mxoli was earning R50 a month. She was offered R15 when sacked. The Law Clinic is now trying to recover the full amount.

CASE THREE: Mrs Queenie Kambule (56) cried when her employer died. "My heart was very sorry when I lost this kind madam," she said at the Law Clinic where she came to report her new "cruel madam."

The "kind madam" was paying her R80. The "cruel one" never paid the full wages of R50 a month on due date. Mrs Kambule claims she was continually given R20 with the explanation that the balance would be given to her the following month.

An argument developed, and she was fired. She left with the employer owing her R90, she said. The clinic is handling her case.

CASE FOUR: Mr James Gumede, earning R80 a month, was summarily dismissed after a tame rabbit escaped from its pen and was returned by a neighbour the next day.

Mr Gumede claims that the elderly owner, who had fed the rabbit earlier, had not closed the latch properly. When his (Mr Gumede's) turn came to feed the pet, it was missing.

Then there are cases where working mothers are dismissed when they fall pregnant because the employers do not want to be "burdened with expectant mothers."

The files of human rights bodies such as the law clinic, DWEP (Domestic Workers and Employers Project), Black Sash and others, are bulging with cases of alleged employer abuse and exploitation.

On increase

Spokesmen said such abuses were on the increase.

The culprits, they said, were found among all races.

The exploitation included paying low wages, long hours without overtime, no leave pay, holding back of pay for petty reasons, wages not paid promptly, wages paid in dribs and drabs and arbitrary sackings.

Domestic workers did not fall under any labour laws and consequently this category of workers had no form of legal protection.

The Law Clinic was constantly involved in litigation battles, on behalf of the so-called "kitchen girl" and "garden boy."

Summonses

Summonses were issued frequently against employers who held back pay or dismissed workers without notice and pay.

Domestics are generally classed as unskilled or semi-skilled workers. They are involved in the humdrum chores of washing and ironing, house-cleaning, cooking, dish-washing, looking after children, gardening and other manual labour in the hundreds of thousands of city, surburban and farm homes.

Human rights spokesmen said there were close to one-million such workers, mostly women, throughout South Africa, with several thousand employed, "legally or illegally."

Many employers were totally insensitive to their workers' basic human needs — food, clothing, shelter, education and medical treatment for their families in the homelands, farms and townships.

Some were paid as little as R25 and R35 a month.

Basic average

DWEP, the Law Clinic and the Black Sash said the basic average wage being paid to domestics was between R40 and R50 a month. Some workers received between R60 and R80 a month. Exceptions were found among higher income-earning employers, mostly whites, who paid their servants up to R200 a month.

Black domestics singled out white immigrants, Indians, coloureds, Chinese, Afrikaners and middle-class Africans as low payers. Jewish and English-speakers, they said, paid the highest.

The Star was told of a Soweto shopkeeper who paid his woman counterhand R9 a week! She was eventually fired for alleged stealing.

An Indian doctor, with a double-storey home and two cars paid his servant R40 a month; so did a coloured businessman with a large, double-storey house.

How employers reacted

Householders who paid their servants low salaries gave four common reasons for this:

- Their own incomes were low in ratio to their costs and standards-of-living. Dwep said this might be true in some instances. But in most cases, people who made these claims could pay a living wage, but did not do so out of habit and "lack of compassion for other humans." They also had a weakness for wasting cash on needless items when this money could be paid to their servants.
- They did not require a servant, but the latter had "begged" for a job and, "feeling sorry" for the person, hired him or her "out of pity," to work for whatever was offered.

(Human rights bodies slammed this reason as "blatant opportunism." One spokesman said this was a "common escuse." This category of employer was branded "inhumanly immoral.")

- The servant was supplied with free food, used clothing and accommodation with which the servant was "satisfied" in lieu of higher wages.

(This was criticised because it ignored the worker's need to feed, clothe, educate, his or her family).

- The categorised salaries paid to domestics were the basic "standard wages paid everywhere," and if these were raised to a figure which employers "could not afford," thousands of unskilled workers would be without jobs.

(Dwep rejected this argument as a "presumptious scare tactic" which opportunists maintained to continue their exploitation of unprotected workers. They said it would be interesting to see how many exploiters would, in fact, be able to do without servants.)

The Star found however that there were also genuine cases where people with low incomes, among them pensioners, widows, and divorcees with children, needed domestics, but could not afford to pay them more.

Some of these people were earning less than R200 per month and had to pay rents of up to R80 and more per month for a room, plus other expenses.

Dwep's spokeswoman, Sue Gordon, said it made no difference if employers themselves earned low salaries. This could not justify their paying their workers a starvation wage.

'Abused, exploited, unprotected'

To be fair, this is the minimum servants' pay

The Domestic Workers and Employers Project (DWEP) recommends the following latest minimum monthly wage and provision for domestic workers in an 8-hour day and 44-hour week job:

The worker should be provided with free meals and working clothes. Transport expenses must be added to commuting workers' salaries.

For full time living out domestics:

- R104,50 (for a skilled person such as a cook, or someone with special responsibilities);
- R90,75 (for a relatively unskilled person).

For full time living-in domestics:

- R96,80 (for someone with special skills or responsibilities such as cooking, baking, looking after children, etc).
- R78,65 (for a relatively unskilled person).

Employers who cannot afford to pay the full time recommended salaries as suggested here, should pay the worker by the hour, says DWEP.

A part-time unskilled worker who puts in two days' work a week (16 hours) should be paid R36,30 per month, plus transport costs.

And a skilled part-time worker with special responsibilities should be paid R41 per month — plus transport expenses — for two eight-hour days per week.

DWEP also suggests three weeks annual leave on full pay. For overtime, the worker should get R1,20 an hour.

Other recommendations are:

Gardeners: minimum wage R7,70 per day, with meals free, plus transport expenses. The hourly rate should be R1,50.

Annual increments — higher than the rise in the cost of living — should be given to the worker.

The worker should also be given a day off in which she (or he) must not come to work at all.

Employers are also urged to make monthly payments towards a pension fund for their worker. Insurance companies can be contacted about this.

A weekend off (from Friday evening to Monday morning) should be given to the worker each month. The weekend off forfeits the worker's usual day off for that week.

Finally, under common law, (and this seems to be the only "protecting" one) the employer or employee must give one month's notice, or pay in lieu of notice, when the employee's services are terminated.

capillaries. Their walls are permeable to fluids and permit the free passage of mobile phagocytes, such as alveolar macrophages, into and out of their vessels and nodes. Inside the lymph vessels there circulates a clear colourless fluid called lymph. These vessels form pathways for the collection of particulate matter from the tissue spaces, and ultimately they empty their contents into lymph nodes. Within the lymph nodes foreign bodies and particles such as dust, noxious substances, bacteria and micro-organisms are digested or deposited. From the lymph nodes the lymph is then conveyed to certain veins.(88)

Having earlier discussed the toxic parameter of a dust cloud, it is important also to establish the reasons why silica dust causes fibrosis of the lungs, and why the 'magnificent' defence mechanisms of the lungs (some aspects of which are still poorly understood) are able to be breached.(89) Notwithstanding the fact that every man is 'characterised by his own individual umbrella', (a fact which makes him more or less susceptible to environmental agents producing lung diseases) the defence mechanisms of man's respiratory tract are similar in many respects.(90) In this analysis the emphasis will be placed on inhaled particles, although the inhalation of gases such as nitrous dioxide and the entrance of microbacteria inhibit the lungs' efficacy (to some degree) indealing with particulate matter.(90a)

Inhaled particles meet with formidable resistance and turbulence and sharp directional changes in the nasal passages, pharynx and [illegible]nchial tree, resulting in the impaction and deposition

The particle-laden cells may then be physically transported out of the lungs by the ciliary movement, or incorporated into the alveolar or small airway walls and eventually reach the lymph nodes. They may also be totally digested in the lungs by local detoxification and killer agents or processes, such as phagocytosis. In these ways inhaled foreign bodies may be killed, digested, detoxified or neutralised thereby maintaining the sterility of the lungs.(93)

It is important to realise that the influence of toxic gases and heavy particle loads may diminish the competence of the phagocytes to ingest and digest the particles.(94) Similarly physiological damage to airways caused by epidemiological factors such as tobacco smoke and nitrous oxide may inhibit the efficacy of the alveolar macrophages, or suppress other forms of pulmonary defences.(95) The incidence of a wide variety of detrimental environmental agencies may alter each individual's personal immunity and may predispose him to the development of other lung ailments, which in turn may affect his immunity to silicosis.(96)

While not discounting individual immunity to silicosis it should be observed that the reaction to silica in the lungs is out of all proportion to the amount of foreign material present, small quantities of silica producing large amounts of fibrous tissue.(97) A number of theories have been propounded concerning the mechanism by which the damage is done and the reasons why silica should stimulate this severe biological activity in the lungs in contrast to its low chemical activity.(98) Although many of [illegible] have been discredited, it should also be borne in [illegible]hage theory (described below) and which is [illegible] many medical authorities, may not be the [illegible]he fibrogenic activity of the silica dust.

[illegible]ibrogenic mechanism of silica was attributed [illegible]chanical properties. It was believed that [illegible]njured by the hardness and sharpness of the [illegible]nd through mechanical abrasion and laceration [illegible] was opened for infection.(99) This theory [illegible]ning of the 20th century when the mortality [illegible]irst caused concern on the Witwatersrand [illegible] American doctor, Leroy U. Gardner, was one of the experimental scientists responsible for disproving this theory.(101) It was shown that carborundum and diamond dust,

JD 24/3/81 Q94

Wages for domestics

The Domestic Workers and Employers Project (DWEP) has recently issued an updated guide to the recommended minimum wages for domestic workers.

The guide has taken into account the increase in the cost of living. The amounts recommended are for cash wages.

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Minimum wage for relatively unskilled person R78,65 monthly.

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Full Time Living Out Domestic Worker

Minimum wage for relatively unskilled person R90,75 monthly.

Minimum wage for a skilled person, e.g. a cook, or someone with special responsibilities R104,50 monthly. Transport expenses must be added to the salaries. Both suggested salaries are for an eight hour day and 40 hour week. Breakfast and a nourishing midday meal and working clothes to be provided.

If you cannot afford the full recommended wage, then pay for the number of hours you can afford.

Agiot Duma to lead domestic workers

By INGRID STEWART

TWENTY-THREE years ago Agiot Duma arrived in Durban from a farm in New Hanover to find work in a factory.

Last week he was unanimously chosen to chair the South African Domestic Workers' Association in Durban at its inaugural meeting where 200 Durban domestics immediately signed on as members.

With a couple of exceptions, Mr Duma's story is as typical as that of the domestic workers his association represents.

After he passed Standard Seven at the farm school in New Hanover where his wife and six children now live, his father told him there was no more money for schooling. He would have to go to the city to find work.

"I wanted to work in a factory but the only employment I could find was domestic work," he said.

He began as a gardener and worked his way up to become cook, driver and housekeeper in a household where he is still employed. On several occasions he decided to try his luck with the factories again but was persuaded by his employers to stay with them.

AGIOT DUMA — domestic cook, cleaner, driver and chairman of the newly-formed South African Domestic Workers' Association.

And he's not sorry. He earns a good salary, has a pension fund, reasonable working hours and plenty of time off to visit his family. These are rights which he believes every domestic worker should enjoy. He is prepared to work hard through the newly-formed association to ensure that they are.

His involvement with other domestic workers began early in his career when he decided, on his own, to share his reading and writing skills with other domestics in the neighbourhood. Every night, Monday to Friday, he used to hold literacy classes in his room for a fee of 25 cents a month. The Domestic Workers and Employers Project (DWEP) soon heard about him and hired him to teach literacy in one of their centres of concern.

The idea for forming an association was born out of these centres where domestics voiced their grievances against their employers but felt powerless to do anything about them.

"The domestic worker has no on to help with problems like low wages, proper time off and so on. Factory workers have unions but domestic workers have nothing," Mr Duma said.

"We felt an association might help."

A steering committee was formed out of the centres of concern, a constitution drawn up and at the inaugural meeting last week 200 Durban domestics pledged their support for the association by becoming R3-a-year paid-up members. The money raised is going to be used to set up a permanent office to assist domestics with their problems.

Domestics body is launched

By Z B MOLEFE

HUNDREDS of cheering black domestic workers saw the launching of the South African Domestic Workers' Association (Sadwa) in Johannesburg yesterday.

Sadwa is a joint project by the South African Institute of Race Relations and the Domestic Workers and Employees Project (Dwep).

The Institute's spacious Rheinallt Jones Memorial Hall could not hold all those who jam-packed it. Others had to follow the proceedings on close-circuit television in the foyer. Mrs Nomathemba Tutu from Dwep was given a standing ovation after she read Sadwa's constitution before it was unanimously adopted.

"We are not prepared to break laws, though many of our people are in prison for not breaking laws," said Mrs Tutu, "but we are forming this organisation so that we can talk to our employers."

Mrs Tutu and Mrs Pusetso Mablane, a community worker who has also been connected to Dwep since its inception in 1972, received a round of applause for "their pioneering work on behalf of domestics."

Some of the aims and objects of Sadwa are: to protect the domestic worker against exploitation, hardship and abuse occasioned by employers, officials and the State; to become the mouthpiece of domestics; negotiate with employers and employers' associations on behalf of the domestics and to form an office for the reception of complaints.

Mrs Nomathemba Tutu (right) with some do mestic workers who packed the South African Institute of Race Relations when the South African Domestic Workers Association was launched in Johannesburg yesterday.

CT 28/3/84. (294)

Domestics deny merger

Staff Reporter

THE director of Domestic Workers' and Employers' Project (DWEP), Mrs Leah Tutu, has denied that the South African Domestic Workers' Association (Sadwa) planned to merge with the Cape Town's Domestic Workers' Association (DWA).

Mrs Tutu said she had never said that the newly-formed domestics body, Sadwa, would incoporate DWA.

She was reacting to an article in the Cape Times in which the chairman of DWA, Ms Maggie Oewies, rejected incoporation. However, she said Sadwa would be prepared to work with DWA if DWA wished.

Mrs Tutu said: "DWEP has gone on for many years working with other organizations with the same objectives."

She said DWA would never be a threat to her, and "my energies will never be employed in mud-slinging. Actions speak louder than words".

This suggests at least that the variables move in the same direction (cash wage and total payment are higher where more workers are employed and cash wage and total payment also rise with distance from town) but in none of the four cases is the link strong.

Conclusion:

It seems then, that none of these factors have an important influence on wages. More sophisticated tests might establish some sort of pattern, but on the basis of the above it seems that neither age,nor length of service, nor a large family, ensure for the worker a higher wage; that he is not likely to be compensated for living far from a town; that the acquisition of driving skills, masonry or fencing will probably not be highly rewarded and that he will not necessarily earn a higher wage by moving to another district or to a farm where the labour force is large.

Part IV : The power of the worker to change his situation:

All the workers interviewed (44) were asked what their problems were on the farm, what they would most like to see changed in their working and living conditions, and how they acted to solve problems. Workers generally either refused to answer these questions or shrugged and said everything on the farm was lovely. This seems hard to believe - most

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New black union formed in PE

Argus Bureau

PORT ELIZABETH. — A new, exclusively black trade union has been formed in Port Elizabeth after workers wanting to register with the established Motor Assemblies and Components Workers' Union of South Africa (Macwusa) were told its membership was drawn only from the motor industry.

The new union, the General Workers' Union of South Africa (GWUSA) represents among others stevedores, bakery and textile workers, the metal industry, hospital domestic staff, dairies, municipal workers, public transport drivers, sales representatives, clerical staff and the building industry.

According to the union's programme co-ordinator, Mr Government Zini, a Dutch television station has been invited to interview workers and film the proceedings of the inaugural congress at the end of the month and show living conditions in the townships.

RDM 2/4/81

New union for 'all workers'

Own Correspondent

PORT ELIZABETH. — A new union, the General Workers' Union of South Africa (Gwusa), has been formed in the Eastern Cape to represent all classes of workers, including domestics and gardeners.

Gwusa emerged in Port Elizabeth under the direction of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), after a series of meetings last week.

Macwusa's programme organiser, Mr Government Zini, said because his union concentrated on the motor industry it could not include workers from other industries who had tried to join.

"The enthusiasm of these workers led us to help them form a union for general workers — one which would welcome membership from all classes of workers, including domestic workers and gardeners, who until now have had no representation or protection."

Mr Zini said the new union, together with Macwusa, would concern itself with restoring communication and waning trust which had developed between employee and employer over the Government's proposed pension legislation.

Gwusa's inaugural congress is to be held in the Centenary Hall, New Brighton, during the last weekend in April, with the theme "Save the Worker".

"We have arranged for a Dutch television group to film the congress. We feel the black problem in this country needs international coverage," Mr Zini said.

COMMIES IN THE KHAYA

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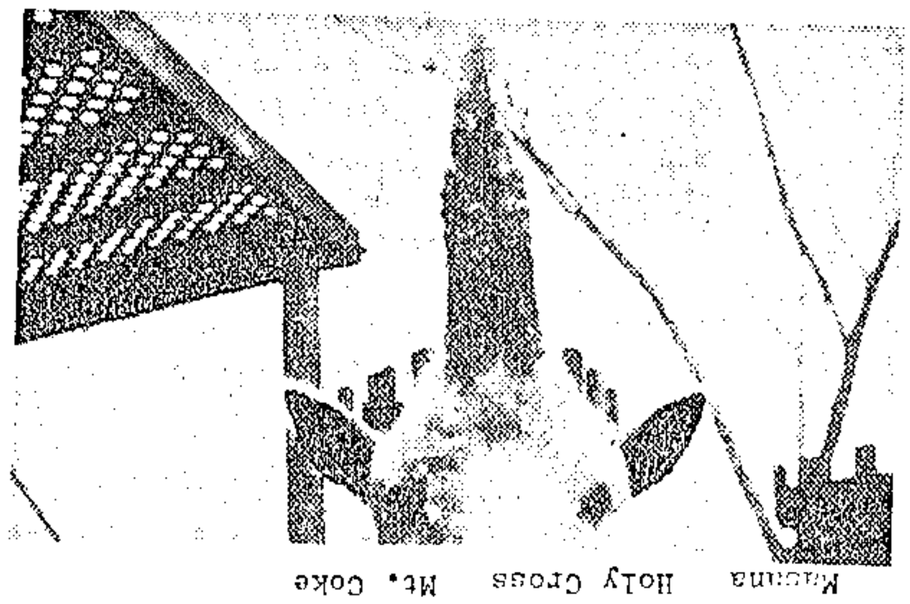

Mazinna Holy Cross Mt. Coke

Weekend Argus Correspondent

BLOEMFONTEIN. — The National Party is likely to start a witch-hunt for communists among domestic servants following the distribution of a party booklet as part of its election campaign.

If Nationalist women heed the calls in the booklet, a widespread invasion of black townships and a large scale inspection of servants' quarters by white women can be expected.

The booklet was drawn up by the wives of members of the Cabinet and asks women to be on their guard when engaging employees.

A woman should make sure the employee's identity number is not falsified, 'for example, if the number appearing on the document is, say, 48-million it is obviously a falsification because our black population is nowhere near that mark.'

HARBOURED

It is also noted that there are no perforations on false photos, and that photos of a person with spectacles are not accepted when identity documents are issued.

Women are requested to visit their servants' 'homes regularly to establish whether strangers are not being harboured there.'

They are asked to be on the lookout for communist literature, and particularly for terrorist manuals, explosives, or formulas for the preparation of explosives.

MACHINE-GUNS

Attention must be paid to the contents of suitcases and trunks, which should also be inspected — for false bottoms in which machine-guns may be smuggled.

The clothes worn by employees should be scrutinised.

'Items which under no circumstances can be obtained in the Republic, for example, types of shoes, uniforms, overalls, foreign currency, and so forth, should be reported immediately.'

The booklet does not mention how to distinguish between items obtainable in South Africa and those which are not.

LETTER BOMBS

Women are warned against letter bombs — while 'on the platteland attention must be paid to the surfaces of footpaths that might have been disturbed and be on your guard for objects which you have not seen before.'

The names of banned newspapers and periodicals are supplied: The African Communist, Amandla Matla, Vukani Awake, Inkululeko, Sechaba Isiswe, Spotlight on Africa, and 'the magazine Vow which is a publication of banned African National Congress women's league.'

In bold type it is said: 'It is the privilege of every woman in the country to make her contribution for the protection of her own people in her own unassuming way.'

(News by J H Coetzee, 21 Charles Street, Bloemfontein.)

TABLE 2: WAITING TIME

	McCords	Umlazi	Masana	Mount Coke
% patients waiting:				
Less than 1 hr	43	34	35	5
1 hr +	21	34	16	12.5
2 hrs +	11	25	13	12.5
3 hrs +	21	7	16	27
4 hrs +	2	1	2	25
% of patients who had previously consulted:				
G.				
Ho				
Ho				
Ma				
Mc				
Total no.	117	85	64	9

•These figures appear to grossly underestimate consultation of other practitioners.

+Percentages do not add up because some respondents had previously consulted more than one type of other facility.

Does your maid have a pension scheme?

All of us tend to get uptight about pension schemes — what will they be worth in 20, 30 years' time with the rand continually depreciating?

When we do retire will there be enough money to live on?

Does our company have a worthwhile pension scheme etc?

But how many of us ever stop to think about a pension scheme for our own loyal servants — the domestic who's been with the family for 30 years?

Or the domestic who's worked for us for 10 years and then is left high and dry financially because we're transferred to another town.

Now at least one building society, the Southern Trident, is actively campaigning to redress this "oversight".

In a circular with the eye-catching headline, 'Does your maid have a pension scheme?', they pose these questions: What will happen to your maid once she gets too old to work for you?

Or if you are transferred away from your present neighbourhood and, after working for you for many years, your maid is left high and dry?

The circular continues: You could pension her off by sending a monthly cheque to her in some homeland or township. However, that could cause you some financial embarrassment having to support your retired maid as well as the new replacement.

Or, on the other hand, you could just forget about her and leave it to her to find some means of existing. Neither of these alternatives is exactly the answer. So you have to think of something else. Why not start providing now for the time when your cleaning woman cum nanny cum housekeeper just cannot cope anymore because she is too old?

What you need is a scheme which is flexible, simple and legally uncomplicated.

How about a building society subscription scheme?

The Trident suggests that on hiring a domestic, or after a predetermined probationary period, you could agree to pay the maid her monthly salary and, in addition, subscribe an additional amount monthly to a subscription share in her name.

When employment is terminated the maid would be handed the deposit book and she could then choose either to realise the funds as available or continue subscribing.

On retirement she could choose a lump sum payment or convert her money to a revolving scheme, in which case she would receive a monthly dividend and keep her capital intact.

Subscription rates pay a compounded dividend of nine per cent per annum at current rates and for anyone earning less than R2 600 a year, dividends are tax-free.

Says the Trident: "Subscription shares run for an indefinite period with a minimum of three years. Your maid will receive a building society deposit book which tells her exactly what her shares are worth.

"And you can choose exactly what amount you wish to deposit, provided it is not less than R1 a month."

A deposit of R1 a month will realise R41 after three years; R75 after five years; R191 after 10 years; R370 after 15 years; and R644 after 20 years (at the current 9pc pa).

An amount of R5 a month will realise R205 after three years; R375 after five years; R955 after 10 years; R1 850 after 15 years; and R3 220 after 20 years.

An amount of R10 a month will realise R410 after three years; R750 after five years; R1 910 after 10 years; R3 700 after 15 years; and R6 440 after 20 years.

It sounds like an excellent idea to me and one well worth considering if you haven't already got some kind of pension scheme for your maid.

Taylor, Ian R & Kritzinger, Leon, "The Principles and Practice of Auditing", 4th edition, Juta, 1980.

"Statistics and Data Analysis - Art or Science?", European Research, Volume 8, Number 4, July 1980.

Shapiro, ND & Ujiana, EO, "Ratio Analysis: a Framework for Students", The South African Chartered Accountant, Volume 16, Number 6, 1980, pp 247 - 249.

CT 17/4/81

Contracts urged for maids, madams

(294)

Staff Reporter

THE Athlone Advice Office in Mowbray deals with an average of 30 cases every month where domestic workers have not received their salaries and where they have been dismissed without notice being given.

Every day, according to the office's director, Mrs Noel Robb, the office has to take up the cudgels on behalf of domestics who have not been paid at the end of the month, who have been dismissed without notice and without receiving money in lieu of notice, who have not been allowed sufficient off-time and who have not received sick pay.

The culprit employers come mainly from upper middle-class and upper-class suburbs such as Kenilworth, Claremont and Bishopscourt, as well as from Mitchells Plain and Belhar.

One employer said in response to a call from the Advice Office that she could not afford to pay her domestic that month, but that she might be able to give her something at the end of the following month.

Another employer was taken to court for dismissing her domestic without paying her wages for her final month of work.

"This is the only time where we have actually had to resort to legal action", says Mrs Robb. "In most cases we manage to clear matters up by making a phone call to the employer concerned. If this doesn't work then we follow up with a formal letter and an attorney's letter if necessary".

What makes the Advice Office's job more difficult is that domestics are protected by common law alone. This requires only that they be paid for work done, that they receive reasonable sick pay and reasonable notice pay.

It does not specify what is meant by "reasonable" and nor does it cover issues such as off-time and holidays.

"The only solution is the existence of a written contract covering all these points, preferably drawn up by the DWEP (the Domestic Workers' and Employers' Project) or the Domestic Workers' Association".

This contract, Mrs Robb points out, would cut both ways. It would protect both employer and employee.

"We shouldn't overlook the fact that very often the fault lies with the domestic. For every employer who sacks without notice there is a domestic who leaves without notice".

Mrs Robb foresees the day when, if such a contract came into being, it would become difficult for anyone to get the services of a good domestic without having signed it.

Mrs Val West, an organizer at the Advice Office who deals with most of the disputes between employers and their domestic workers, says that the problem of domestics being unfairly treated is increasing.

"Although this means a lot more work for us, it does also mean that more domestics are standing up against bad treatment, whereas before they were often too scared to do so. This is a good thing", she said.

sion of old mental hospitals.

The plans are summarised in the following table:

TABLE A

No. of Beds	Purpose	Cost (R)	Cost/Bed (R)
2 030	Mental Defectives	25m	I2 300
540	Geriatric	2,5m	4 800
I40	Acute	0,5m	3 500
I0 950	General	78,5m	7 I70
Total I3 660	-	I23m(I2)	Average

2 700 of the I3 660 beds to be created are earmarked for the 'homelands'. The RI23m constitutes a nine-fold increase over the capital expended between I948 and I977. Between I948 and I977 only RI3,Im was spent by the department on capital works.

I2. Details of the remaining RI6½m were not available.

. / ...

	I23 000 000-00

Plans drawn up in 1965 for the Matroosfontein project(I3) were estimated at R6½m; in I973, the estimate was R24m, and in I976, the estimate was R48m. Projects estimated at R50m in I972 were re-estimated at RII0m in I976. Thus the projected capital needs of RI23m for the I975-I980 period can be expected to escalate, to a figure approaching R200m by I985.

VII. TWO PROBLEMS

The development of mental health facilities in South Africa has been marked by two features, i) the chronic overcrowding crisis and ii) the racially biased distribution of facilities.

I3. Matroosfontein has since been renamed Mitchell's Plein.

. / ...

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Mechanical Engineering	Prof R K Dutkiewicz	Mr W Jervis
Commercial Law	Prof J T R Gibson	
Commercial Law	Advocate H J Swart	
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Mathematics		Allison
Ma		Hart
Ma		Hart
Ps		Oxtoby
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Sad attitudes towards our silent workers

SOME people may dispute the facts presented in Dr Jacklyn Cock's slide-tape production "Domestic Workers in Apartheid's Deep South", but the attitude of "madam" to "maid" reflected in this documentary is all but mere generalisation.

Every South African knows this. That's probably why so few bothered to attend the presentation of this work and the panel discussion that followed it at East London's Masazane Open School this week.

The production, based on Dr Cock's research as published in "Maids and Madams", highlights the stark contrast in image between domestic worker and employer. The first is clad in overalls and saddled with a bucket, the second is a polished creature, apparently oblivious of the plight of her char.

One could question the little opportunity the "madams" were given in the production to tell their side of the story. But then, the title indicated that the focus would be on the silent worker our society leans upon so heavily.

The women tell with striking simplicity of the lack of dignity and respect that is part and parcel of their occupation:

"My madam thinks she owns me like she owns her motor car."

"She thinks that I am not fully grown, she treats me like a baby, a stupid child."

"She doesn't see me as a woman. Because I'm black, I'm not a woman."

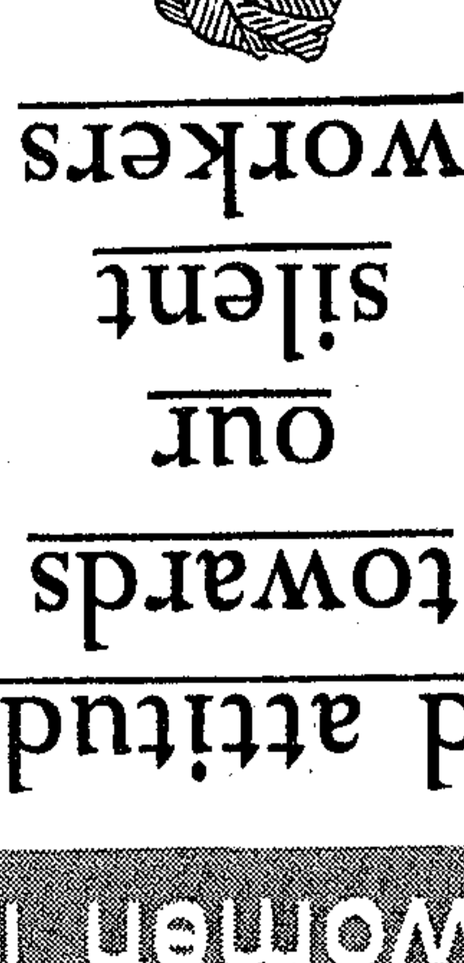
"The children are rude. I even have to look after the dog."

Then there are the basic things that hurt:

"They think we can live on the smell of meat. We eat left-overs. The only meat I get is that I steal from the pot while the stew is cooking."

"When the bus is late, she shouts at me."

"It's hard work with no respect. It's tiring and you do the same things every



day."

The photographs and sound track portray them as women frustrated because their jobs don't allow them time to attend to their private responsibilities.

"I have two families to look after. I am forced to neglect my children. My children don't think of me as their mother anymore."

Jacklyn Cock — she is attached to the Sociology Department at Rhodes University — did her research among a cross-section of Grahamstown domestic workers and the results were published in "Maids and Madams" in 1980.

Some of her startling findings were that the women she interviewed: Worked an average 60-hour week, earned R20 a month, 42 per cent were sole bread-winners and most had at least five dependants, 98 per cent were church-goers, but 60 per cent of them were seldom given time off to attend services.

During the panel discussion that followed the film, Miss Minnie Ngwadla, of the East London Mental Health Society, said she felt that the exploitation of domestic workers was not a phenomenon unique to whites. Mr Kriben Pillay, organiser of Masazane, shared this view: "The same appalling attitudes prevail in North End and Braelynn Heights" he said.

Another member of the audience suggested that lectures be introduced at schools to start rectifying attitudes towards domestic workers.—**Ronel Scheffer.**

— with women in mind

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PLEASE CIRCLE ITEMS REQUIRED

Domestic tells of 43-year wait for promised wages

Staff Reporter

A PAROW domestic, Miss Muriel Abrahams, claims she worked without pay for 43 years on a promise that one day she would be paid all the money owing to her.

Now her employer is dead — and instead of a pay-out, Miss Abrahams is receiving a R100-a-month pension in terms of the will which will be cut off when she dies.

Miss Abrahams, 57, is now in a dilemma over the future of her sister, whom she supports, because she says the pay she was promised will go to her late employer's family when she dies.

The Domestic Workers' Association pledged this week to help Miss Abrahams take whatever legal action was possible.

Mrs Abrahams, who now lives in Elsie's River, said she started work for a Parow woman, Mrs Hester Shorkend, at 14. "I worked and lived with Mrs Shorkend, but was never given my wages.

"I was told the wages — which were R4 a month at first, then R5 and in 1970 were raised to R40 a month — were being banked for me.

"She said that I would one day get the money. Whenever I needed anything, I had to ask my sister for money. But Mrs Shorkend did buy me a dress and shoes once a year.

"Mrs Shorkend died last year and since then I have been receiving R100 every month. My rent is R38 a month and I have a sister to support. If I should die, all the money I worked for will not go to my sister but to my madam's family".

Mrs Shorkend's will directs her executor to invest R15 000 with a bank or building society to be paid out monthly to Miss Abrahams, with the stipulation that "on her death the sum of R15 000 shall be equally divided between the children of David Shorkend".

Mr David Shorkend said this week that Miss Abrahams was free to contest the will. He asked if she had proof that she had not been paid.

"I cannot understand how anybody can work for 43 years without being paid and only ask for her wages once her employer has died," he said.

"I am aware of the contents of the will and feel that Miss Abrahams has been very well provided for."

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PLEASE CIRCLE ITEMS REQUIRED

New union open to all workers

CT 21/5/81

~~139~~ 294

Own Correspondent

PORT ELIZABETH. — ABOUT 3 000 people yesterday cheered and sang freedom songs as speakers at the inaugural congress of a new trade union, the General Workers' Union of South Africa (Gwusa), urged them to use their labour as a weapon to obtain their freedom.

They were told that trade unions should help to bring about social justice.

Gwusa, which is open to all classes of workers, including domestic workers and gardeners, was formed under the wing of the East Cape's independent Motor Assembly and Component Workers' Union of South Africa (Macwusa).

Mr Maxwell Madlingosi, a member of Macwusa's executive committee, told the congress that his union was not a black consciousness organization and would be happy to have white members.

"But unfortunatly whites have been made to see themselves as bosses, not workers," he said.

Workers 'exploited' claims Oliphant

NATAL MERCURY 4/5/81

Mercury Reporter

DOMESTIC workers are the most exploited worker group in South Africa and have no labour legislation protecting them, said Mr Matthews Oliphant, the general secretary of the newly-formed National Domestic Workers Union.

He was speaking to hundreds of domestic workers at a meeting held at the University of Natal in Durban yesterday.

'Domestic workers are not protected under the Unemployment Act or the Workmen's Compensation Act, they are not entitled to sick leave, medical aid, pension schemes and some earn as little as R20 per month. We are no longer prepared to sit back and watch our people being ruthlessly exploited,' he said.

In order to make workers aware of the union's activities and aims, its committee has organised action groups and regular discussions which took place in the townships or hostels.

'The social and political foundations of this country are based on the policy of apartheid and this has led to intense competition between the race groups with blacks always being the losers', he said.

Tracing the history of labour legislation regarding African workers in South Africa, Mr Oliphant concluded that no provision had been made for domestic workers.

He said the time was past for talking and workers wanted action.

A day of spontaneous fun and

For six days they laboured and on the seventh they threw their feather dusters to the wind and headed for the hills. LUCY GOUGH BERGER joined the spontaneous fun at the domestic workers' annual picnic.

STEALING THE SHOW — Mrs Elizabeth Paulsen (front), who chose a sangoma theme.

HAPPINESS is dancing away your cares. Mrs Sue Gordon, DWEP's national convener, is borne away by a jubilant escort.

Star 5/5/80

Daily

For sheer enjoyment, you couldn't beat last week's domestic workers' fourth annual picnic at Gillooly's Farm.

The outing was arranged by the Domestic Workers and Employers' Project (DWEP), and over 300 women converged from centres of concern, the length and breadth of Johannesburg and the Reef.

Released from the hundred and one tasks by employers who see only their workaday faces, they sang and stamped and braaied their way through a day to be remembered.

The singing began in the buses that brought most of the workers.

The jived in the aisles, raided their lunch packets and sang their way across the city.

The first step was to collect wood, the next to light and load the fires with chops, boerewors and chicken they brought along, and lastly to make the pap to go with the feast.

Then they spread out their blankets and mats crocheted from coloured supermarket bags, and relaxed.

After the food came the singing and dancing. The earth resounded with the stamping, the heart overflowed with the harmony.

As each worker performed in the impromptu arena as the mood took her, the ululating and handclapping got louder.

The side-shows were do-it-yourself soccer and belly laughter down among the swings and roundabouts.

Said Mrs Sue Gordon, national organiser of DWEP, one of the handful of white women present: "Blacks have a marvellous ability to release themselves in an outburst of joy, something we whites don't do."

While most of the women wore skirts, blouses and jerseys, undoubted star of the show was Mrs Elizabeth Paulsen who, on her day off, usually teaches dressmaking at St Martin's centre in Rosebank.

She came to the picnic as a sangoma.

Last year she wore a patchwork dress, and the year before appeared in another of her creations as Liewe Heksie. The year before that, she ran up a dramatic outfit from two black dustbin liners.

Lindiwe Mngonezulu couldn't let the occasion pass without paying her Hyde Park madam a compliment. "We must praise our employers. They help us at our centre, give us cakes and chicken for the church and let us off early."

At the close Mrs Leah Tutu formed a vast ring and said the closing prayer.

Asked what they liked the most, the picnickers spread their hands wide and said: "EVERYTHING!"

laughter

SWINGING ALONG with the fun at the picnic.

CT 5/5/81

Domestic workers want legal reform

294

Own Correspondent

DURBAN. — Domestics are the most exploited worker group in South Africa and have no labour legislation protecting them, according to Mr Matthews Oliphant, the general secretary of the newly-formed National Domestic Workers' Union.

He was speaking to hundreds of domestic workers at a mass meeting held at the University of Natal in Durban at the weekend.

Reform had to come soon, he said. The time for talking had passed and workers wanted action.

"Domestic workers are not protected under the Unemployment Act or the Workmen's Compensation Act, they are not entitled to sick leave, medical aid, pension schemes and some earn as little as R20 per month.

"We are no longer prepared to sit back and watch our people being ruthlessly exploited," he said.

In order to make workers aware of the union's activities and aims, its committee has organized action groups and regular discussions, which take place in the townships or hostels.

"The social and political foundations of this country are based on the policy of apartheid and this has led to intense competition between the race groups, with blacks always the losers," Mr Oliphant said.

Tracing the history of labour legislation regarding African workers in South Africa, he concluded that no provision had been made for domestic workers.

"In 1924, the government's Industrial Conciliation Act exluded Africans completely and in 1956, when that was amended to admit whites, Coloureds and Indians, it made no mention of Africans. A year later, the Wage Act, which laid out conditions of employment for various categories of workers, failed to recognize the position of the domestic worker. Even in 1973, when the Black Labour Relations Regulation Act was passed, it left out domestic workers," he said.

He said the workers wanted action.

"We are prepared to fight this oppression with whatever means possible."

Students draw up contract for domestics

ST 7/5/81

294

Staff Reporter

A GROUP of students from the University of Cape Town law faculty has begun to draw up an employment contract which will formalize relationships between domestic workers and their employers.

The students are members of the Legal Resources Centre which was set up at a meeting with the Domestic Workers' and Employers' Project (DWEP) in February to deal with the problems of domestic workers.

"Expected to be finalized within two weeks, the contract will provide domestic workers' with the kind of legal protection from exploitation which they, along with farm workers, have hitherto lacked.

It will cover conditions of work such as wages, annual wage increases, notice, money in lieu of notice, time off for lunch and tea, hours of work, pension benefits, sick leave, holidays and duties.

Legal protection

Once completed, contracts will be sent to employment agencies and distributed among members of the Johannesburg-based South African Domestic Workers' Association (SADWA), a branch of which is to be opened in Cape Town next month.

Mr Dennis Davis, a senior lecturer in the UCT law faculty who will be supervising the drawing up of the contract, said yesterday that it would "initiate a situation where domestic workers' will have legal protection which they don't have at the moment.

"It will put the provisions of common law down in writing. This will make the rights of the domestic worker clear and enforceable and bring them into the same category as the rights of other workers."

Common law, up to now all that has defined the relationship between domestic worker and employer, did not involve anything written, explained Mr Davis, and therefore it was difficult to prove any deviation from it in a court of law.

"The only answer is a written contract. This will provide a tangible document which can be presented to court as evidence. As long as it is signed by both employer and employee it will be legally binding.

"The Industrial Conciliation Act specifically excludes domestic workers from the ambit of industrial legislation and so up to now they have had no means of enforcing the kind of statutory benefits enjoyed by other workers."

"You'd be amazed at the treatment domestic workers have to put up with," remarked the regional secretary of the South African Institute of Race Relations, Mrs Kim Elias, underlining the need for a contract.

"Many of them work the whole day without being given anything more than a bit of bread to eat.

"At a meeting of domestic workers the other day, one of them commented that a job she really disliked doing was cooking the family meal because it was so tantalizing seeing all that food and knowing it was not for her. Many others echoed this feeling.

"Domestic workers are often expected to babysit at night without getting paid extra for it or being given any time off to make up for it."

Commenting yesterday on the plight of domestic workers, a community worker for DWEP, Mrs Sapho Matolengwe, said there was a need for employers to be made aware that their domestics were people who, like them, had families and family problems with which to cope.

"So often employers are not aware that their domestic workers have children who occasionally get sick and have to be taken to hospital.

"When they come to work after having had to spend the whole day waiting at the hospital they are often told to leave".

A contract which set down conditions of work as agreed on by the employer and the domestic and which was signed by both was, she felt, an important move towards a better deal for domestic workers.

The Rev Peter Storey . . . new SACC president.

Call to defy Government

By LEN KALANE

THE South African Council of Churches (SACC) has called on employers to defy the Government and allow domestic workers to stay with their families at workplaces.

Reading resolutions at its national conference in Johannesburg, the SACC urged employers to take all possible steps to enable families of migrants to stay where they work. The church body appealed to employers to also accept consequences arising from this breach of the law.

And the SACC, which elected the Rev Peter Storey as the new president yesterday, also called on a boycott of the proposed celebrations of the Republic Day. Rather than celebrations, the SACC called to member churches and the community to observe Republic Day as a period of prayer, fasting and penitence.

The Rev Storey was elected president of the SACC in succession to the Rev Sam Buti who resigned earlier this year. Bishop Desmond Tutu remains the general secretary and Mrs Sally Motlana also retained her seat as the vice-president. A new man, the Rev Dr Simon Gqubule, was appointed second vice-president and will work in conjunction with Mrs Motlana.

After his appointment the Rev Storey said: "We have been through hardships together but I certainly did not expect what you have done now. I am delighted that you people have elected me and I hope to work together with fellow Christians to better things in this country."

Mr Storey also said the SACC was the only remaining forum through which blacks and whites could sit together and talk honestly to make far-reaching decisions. He said within the SACC they needed to have people who speak honestly and who are prepared to listen.

The SACC also said it deplored the attack on Bishop Tutu by the South African Broadcasting Corporation (SABC) in a broadcast on "Current Affairs" (Editorial comment) on May 2.

A resolution was also passed to request the State President to commute the death sentence for all those who are currently awaiting execution in South Africa and Namibia. The SACC said it was calling on the Government to abolish the death penalty altogether.

On the question of migrant labour, a resolution was passed to urge all people involved in the planning of hostels to ensure that no more single sex hostels for married men or women are built in any area and that all future buildings are designed to suit the needs of families. The SACC said people who have influence in employer organisations, like the Chamber of Mines, should be urged to increase pressure on the Government to abolish pass-laws.

The question on resettlement of families was also discussed and the SACC conference reiterated that it rejects the system of uprooting black communities and expressed its concern for the people involved and their suffering. The conference also rejected the homeland policy.

DOMESTIC WORKER SUES HER BOSS

By
SELLO RABOTHATA

A 45-year-old domestic yesterday told a Johannesburg Magistrate how she was assaulted by her employer and his friend, and was later arrested when she went to report the matter to the police.

Miss Elinah Nkwanyana was giving evidence before Mr C A J Nortje in a case in which she is claiming damages of R2 120 from her former employee, Mr Fritz Rathert. She is claiming R1 000 for assault, R1 000 for malicious prosecution, arrest and imprisonment and R120 for failure to give proper notice.

She told the court that Mr Rathert had assaulted her because she had told him she wanted the day off from work on Thursday and Sundays, but Mr Rathert had said she had not been employed to loaf but to work. The case was postponed indefinitely.

Miss Nkwanyana told the court she had been employed by Mr Rathert in Parkview for four years before the incident on October 6, 1979. She earned R60 a month plus food and accommodation also valued at R60. She worked from 6 am to 9 pm.

She said that on October 6, 1979, at about noon, Mr Rathert had arrived with a friend, Mr Schramm, with whom he was staying, and they called her from her room. She was asked what she was doing and she told them that she had been waiting for them so that she could make food for them.

She said both men then threatened her with violence and Mr Rathert left the kitchen and went into the dining-room. On his return he spoke to Mr Schramm in German. After that, Mr Rathert slapped her and Mr Schramm also joined in the assault. She was kicked and slapped until she managed to run away.

When she went outside with Mr Rathert still kicking her, a plumber who was working in the house, intervened and she picked up a plank to defend herself.

She later went into her room to fetch a hat and left for the police station. On her arrival at the police station, she was told to wait for a while but then later, the policeman told her she was under arrest for having assaulted the white man".

She was locked in and spent a weekend in jail. Her case was remanded on the following Monday and when she subsequently appeared in court, she was found not guilty and acquitted.

Mr G Budlender appeared for Miss Nkwanyana and Mr J Grobelaar appeared for Mr Rathert.

SUNDAY TRIBUNE, MAY 24, 1981

The maid and the madam

Mrs Hulane

Mrs Agnew

DOMESTIC WORKER WAS CHARGED WITH STEALING FROM HER EMPLOYER

S. Tribune 24/5/81 294

By INGRID STEWART

FOR 20 days Durban domestic worker Winnie Hulane languished in jail as an awaiting-trial prisoner charged with stealing bread and cheese from her employer.

But the employer, Morelle Agnew of Bellair, has very little sympathy for her.

Charges against Mrs Hulane had been provisionally withdrawn on the instructions of the attorney-general of Natal.

Mrs Hulane, a 36-year-old mother of eight, was arrested on April 11 after working for Mrs Agnew for four days. She appeared in court on Monday, April 13, was not asked to plead and was remanded. Bail was fixed at R50 but Mrs Hulane did not have the money to pay it.

After spending about a week in jail as an awaiting-trial prisoner, she wrote to a friend telling him of her plight. He alerted the Domestic Workers' and Employers' Project who, together with the Domestic Workers' Association, raised the money and Mrs Hulane was released on May 1 — 20 days after her arrest.

According to her lawyer, Frank Sithole, the charges were provisionally withdrawn because a state witness could not be traced in time for last week's trial.

"Shortly before Mrs Hulane was due to appear in court the prosecutor told me he had received a telephone call from the attorney-general's office informing him the charges had been provisionally withdrawn because a witness could not be traced for the trial," Mr Sithole said. "The case now depends on whether or not this witness can be found."

Mrs Agnew told the **Sunday Tribune** that the witness used to board with her but had since moved out.

Although Mrs Agnew claims that she made it quite clear to Mrs Hulane at the beginning of her employment that she would not be entitled to any food, the domestic worker says she was only told this on the second day of her employment.

"After working there for one day I was so hungry I telephoned a friend who brought me food to eat because I didn't have any money to buy food for myself," Mrs Hulane said.

"On the third day I told one of the lodgers in the house that I was very hungry and she gave me some cheese to eat," she said.

On Friday, the fourth day of her employment, Mrs Hulane had an argument with her employer who accused her of stealing R30.

"She searched my room for the money but couldn't find any. She then told me to leave. When I asked her for my wages she told me to come back the following day.

"The next day she told me that if I wanted my money I should complain to the police. I did this but they said I must return to my employer and get her proper name. When I went back to the house she telephoned the police who then arrested me. They told me they were arresting me for stealing cheese and bread," Mrs Hulane said.

Mrs Hulane said she had been employed by Mrs Agnew for R50 a month. She is now employed as a cook by the Young Christian Workers' Organisation for R7 a day.

My jail nightmare — by the bread and cheese 'robber'

S. Times 24/5/81 (294)

A MOTHER of eight and sole breadwinner for her family has told of the nightmare that landed her in jail for 20 days.

Mrs Winnie Hulane, 45, a religious woman, who is employed by the Young Christian Workers' Organisation in durban, said she was arrested on April 11 after her former employer alleged she had stolen slices of cheese and some bread.

When she appeared in court on April 13, she was not asked to plead, and her case was adjourned to May 22, with bail being fixed at R50.

"I did not have any money at all, let alone R50," Mrs Hulane said.

"I have eight children, two of whom are married, and I am the only one who supports the other six."

Her children range in age from three to 24. Two are married, two attend school in Transkei and four live in Inanda — two with her and two with an aunt.

By RAY JOSEPH

"I worked hard doing washing and other jobs and saved enough money to buy a piece of land at Malagazi, near Durban, so that I could make a proper home for my children. I eventually managed to build a mud house, but now I have been told to move because the Government wants to build a location there.

"My husband has left me and has gone off to live in Johannesburg with another woman, so I must support my children and pay for their schooling and uniforms. In our tradition it is wrong for married children to give money to their parents," she said.

Explaining how she ended up in court on the theft charges, Mrs Hulane said: "I was working for a woman who lives in Bellair. I started working there on Monday and on Friday we had an argument. I told her that she should keep her dog, which messed inside the house all the time, outside. I told her that it made the whole house smell.

"We had a big argument and she said I had stolen five pieces of cheese and some bread. I told her that the other white lady staying there had taken the cheese and given me two slices. She then accused me of taking R30 and some meat, and called the police.

Heavy heart

"When the police arrived she took them inside and spoke to them. They then arrested me.

"They took me to the police station and kept me in the cells until Monday when I appeared in court. When the magistrate told me I had to pay R50 for bail my heart was heavy because I had no money with which to pay."

Mrs Hulane, who had not been asked to plead, was then taken into custody as an awaiting-trial prisoner.

She spent the next 20 days in jail ... and could have spent twice as long behind bars if she had not written to a friend about her plight.

The friend contacted the Domestic Workers' Association, which raised the R50 bail.

"It was terrible in jail, and I worried constantly about what was happening to my children. I cried a lot because I did not know what was going to happen to me," Mrs Hulane said.

"I was also worried that my children would not have food because I could not work and earn money. I thought they might have to leave school and go out and work if I was made to stay in jail. I prayed a lot and I was so worried that I became sick and got terrible headaches.

Honest woman

"I am glad to be out of jail because I can work again and earn money. My children must stay at school and learn. I work just for my children.

"I am not a thief and I do not steal."

The Rev E B Mleya, of the Christian Catholic Apostolic church in Zion at Mandini in Zululand, said: "I have known Mrs Hulane since she joined my church in 1976. She is a simple woman and she is honest and well behaved.

"She is a staunch Christian and deeply religious. I have come to know her well and I cannot believe that she would steal anything. She is also devoted to her children and everything she does is for them."

This week the charge of theft was provisionally withdrawn against Mrs Hulane, on the instructions of the Attorney-General of Natal when she ap-

Mrs Winnie Hulane: "I work just for my children"

Cape unionist talks on domestic and farm labour

Workers who need a union

Isolated and unorganised

THE conditions which produce the isolation of domestic servants and farm labourers lead, in many cases, to horrifying and degrading conditions of service, a Western Province trade unionist has pointed out.

Mr Bill Bezuidenhout of the National Union of Commercial Catering and Allied Workers was speaking in Johannesburg this week about "these category of workers who most desperately need the benefits of union protection".

The reasons for this isolation differ somewhat between domestic service and farm labour, continued Mr Bezuidenhout. In domestic service there is a largely female workforce. And most domestics are black.

"They must enter wage employment because of the inadequate wages which are frequently the lot of their husbands of because the high level of general unemployment which prevails has left their husbands without work," continued Mr Bezuidenhout.

There is another important characteristic of employers of domestic labour which must be taken into account — they are fragmented and elusive in the sense that they do not operate in any kind of organised group. "And this fact works to their advantage. Each employer sets his or her own conditions of service and is not responsible to anyone else for them".

Elaborated Mr Bezuidenhout: "Employers can offer as little as the abnormal market under the present South African conditions will bear, and they are extremely difficult to negotiate with as a group in any way."

Turning to farm workers, he said: "We see that deliberate steps have been taken in the past by employers and by the Government to create this situation. Division of the country into prescribed and non-prescribed areas has meant that farmers have not, in many areas, had to face direct competition in the recruitment of labour from other sectors of the economy."

Once a worker is a farm labourer it can be difficult for him to transfer to any other kind of employment. It was known, said Mr Bezuidenhout, that in the Free State, agreements between farmers' associations and district authorities meant that the only way a farm labourer could change his job was to return to the bantustans.

This was, for instance, if that farm labourer wanted to be a mineworker. He would stay in the bantustan for six months to qualify for a mining contract.

By Z B MOLEFE

Spotlighting this farm labourer's plight, Mr Bezuidenhout said: "And there are no jobs whatever in the bantustans such as QwaQwa. While one must note here that the nature of farming and the conditions of farm labour vary considerably in a large country like South Africa, It can still safely be said that nowhere in the whole area are conditions for workers uniformly good or even remotely satisfactorily.

"It may be possible to negotiate with farmers' unions and associations for better conditions for farm labour, but how does one get to the employers of domestic labour," asked Mr Bezuidenhout.

Mr Bezuidenhout then told his audience that such problems suggest the need for concerted action by all to support the important iniatives taken by organisations such as the Domestic Workers and Employers Project (Dwep), the Domestic Workers Associatin and the Domestic Workers Union.

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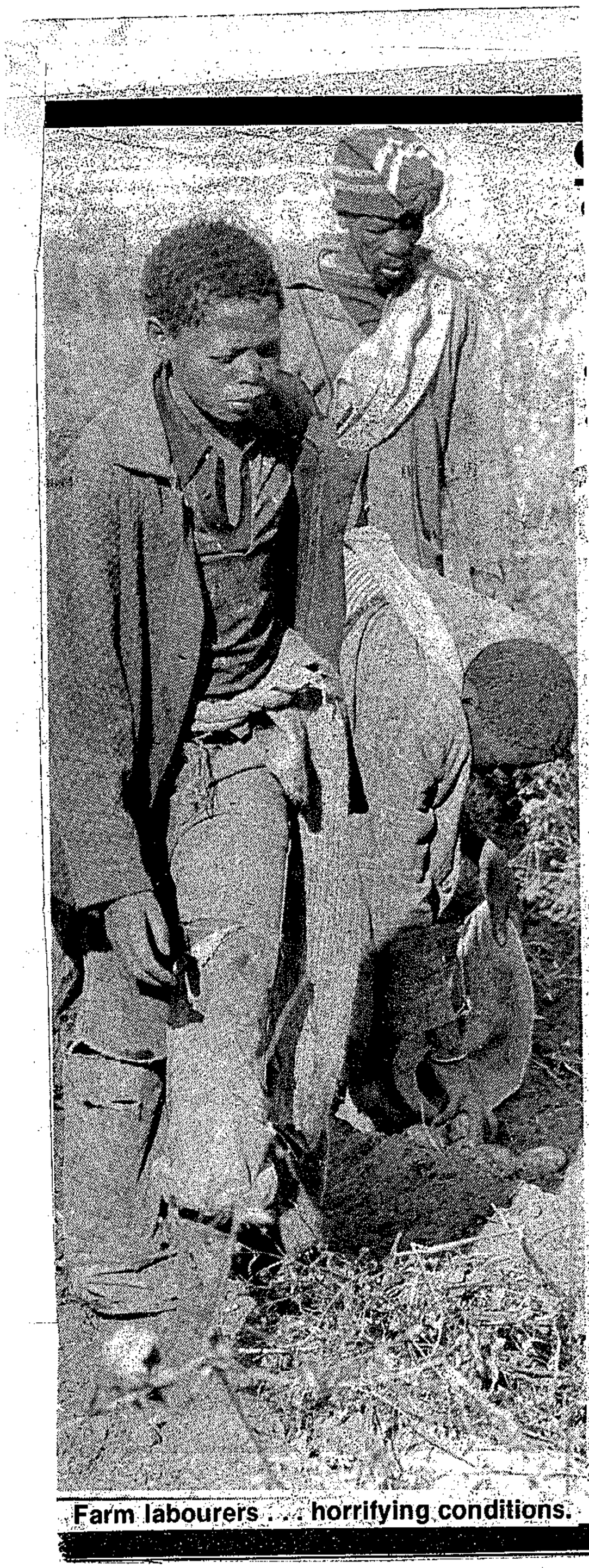

Farm labourers . . . horrifying conditions.

Mrs Belede Mazwai . . . "injustice is the cause".

WHY do so many domestic workers sneer at the idea of working for fellow blacks? Does working for blacks degrade them or is it because the system has succeeded in whitewashing so many blacks? Or does the fault lie with black employers?

Those are the questions some blacks are asking themselves after months of fruitlessly searching for black domestic workers.

Many who are fortunate enough to get domestic helpers claim that they are incompetent and that they tend to relax too much yet demand concessions which are rather beyond black employees.

With the ever-rising cost of living, many wives work to help make ends meet. Some are involved in careers which are far to demanding and they find they have very little or no time at all for house work.

While some of the domestic workers said they would work for black families if the pay is right, many said they wouldn't even dream of working for blacks.

SOWETAN Woman spoke to black employers and domestic workers and here is what we come up with.

"I have had problems with my previous helper who, I discovered, gave my baby tablets to make her sleep and who never bothered to wash or care for her properly," said Mrs Belede Mazwai who works for a bank in the city. She said she employed another woman for washing and ironing.

"I tried to be a fair employer and treated them both like members of the family. They took part in all family activities and yet they regarded whites as the best employers," Mrs Mazwai added.

"I shall not judge all of them unfairly because of the nasty experience I have had with my employees because I know they are not all alike. While some are industrious, others are lazy and they tend to demand concessions which are rather beyond what they are supposed to get," Mrs Mazwai said.

Mrs Mazwai went to the Domestic Workers' and Employers' Project (Dwep) offices, a place she knows

by the University's Portuguese Students Society. The sculptor is Mr Martins Correia and the granite pedestal was donated by Mr Antonio Vieira, a member of staff at the Portuguese Consulate in Cape Town.

(photo: Ken Gooch)

three days off the previous record and finishing more than 320 kilometres ahead of its nearest rivals.

One of the main factors con-

He then went to work for well-known yacht builder, Derek Kelsall in Kent, England, where the craft was built.

JUNE 1981

UCT NEWS

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Domestics resent working for black families

2914

Sowetan 9/5/87

By NTOMBI BIYELA

is frequented by domestic workers who have complaints against their employers or previous employers.

"The people who go there have complaints to make and most have, unfortunately conditioned themselves to work for whites only. On several occasions I made appointments with some desperate women but none of them turned up for the appointments," she said.

She said one domestic worker claimed she was fired because she had to take her child to the hospital and could not report for work.

"If she was working for me I would have understood. We made an appointment. She promised to come but didn't turn up," continued Mrs Mazwai.

She said she went to Dwep three more times, made appointments with domestic workers but none of them turned up.

"Mrs Mazwai was prepared to pay them wages recommended by Dwep," said Miss Lolo Tabane, the community worker for Dwep.

Said Mrs Mazwai: "Although I am hurt by their attitude, I cannot say I blame them. It is certainly because of the injustices that they have gone through as domestic workers.

"There is no communication betweeen many of them and their white employers. They have been underpaid and the system contributed by refusing them the right to live with their families.

"Now they are revolting, rebelling and hurting those that are near them. They imagine they can never be financially secure if they are employed by blacks," Mrs Mazwai concluded.

SOWETAN Woman spoke to some domestic workers in Joubert Park.

"What! When you say 'black' do you mean an Indian, coloured or an African?" asked one who said her name was Elizabeth. I said I meant 'African' families.

"Then I'd rather roam the streets and be considered a beggar," Elizabeth said.

"Why can't they take their children to the creche? Can they afford to pay me R50 a month, the wages I can demand for the work done?" she asked.

"I don't even dream of working for people who are as poor as I am. How can they ever support me financially?"

Miss Grace Mbatha (31) who was with her white madam's child said: "We are tired of doing washing and odd jobs for our white employers. Do you know that we even wash their panties? We only tolerate that because we are not skilled in any other thing.

"Imagine doing the same things for our fellow blacks. No, I would not like to be exploited by my own people," Grace said.

Nomonde (no surname given) said she once worked for a black family at Pimville Zone 5.

"It is frustrating to be treated like something the cat dragged in by a white woman, but it is devastating if a black treats you the same way," Nomonde said.

She said her previous black employer gave her hell and never forgot to remind her she was a nonentity from the bundus.

"She treated me like a slave. Even her children were not disciplined. They knew I was just a servant," said Nomonde.

"Some blacks feel that as blacks, they cannot work for other blacks," said Mrs Ellen Mzinyane (31), a trainee creative advertising copy writer.

"The reason may be that they were previously ill-treated by their black employers or perhaps think blacks cannot afford to pay them.

"At times you may find that the fault lies with the employer," Mrs Mzinyane said.

Mrs Mzinyane has a domestic worker who minds her home when she is at work. "I call her my helper," she said. "It is very important that we treat our helpers as members of the family and let them be free to discipline our children when the need arises".

Speaking from her beautiful home Mrs Mzinyane said that some black employers give their helpers irregular days off and knocking off time which disturbs their plans.

"They also have plans just as all human beings have. Most of them are not even given weekends off!

Mrs Mzinyane has no problems with her helper who lives with the family in the main house. She bought her uniforms to save her clothing.

"We must be introspective and we will understand better and be able to get a regular reliable market, which is for our own good," Mrs Mzinyane said. "Our helpers are invidivuals and they must be treated as such and with respect."

She said at times it is the employer who is unreliable and at times tend to shout at her helper thus making her more stubborn.

"We do not have to be angels on earth but we must try our best to look at our helpers as women, a mother with feelings and plans."

Mrs Ellen Makhubela said it is very difficult to get reliable domestic workers.

"We once engaged one who entertained her wild friends in our living room. We had to let that one go and then engaged Nomama Mpita from Madumange who served us faithfully for five years," Mrs Makhubela said.

"She left us when I stopped working. We used to give her holiday pay whenever she went on leave. We used to pay her her monthly salary and buy her a travelling ticket and provisions. Nomama was such a darling," said Mrs Makhubela.

"I do not know why other blacks do not want to work for their fellow men since they should be able to understand each other well," she said.

Mrs Sue Gordon, national organiser of Dwep said she does not know why blacks refuse to work for other blacks.

"You would think it's so beautiful to live with the people who speak your own language. Perhaps it is because blacks are considered low in the society and as a result domestic workers do not want to work for their fellow blacks," she said.

Miss Lolo Tabane explained about a domestic worker who said she'd work for a black employer for the wages recommended by Dwep but her brother told her to work for a white employer instead.

"She said her brother said she should rather work for a white employer at a lower wage than for a black at a higher wage, and that was that," said Miss Tabane.

Mr Fikile Ngcobe, another community worker for Dwep said one domestic worker told her she would not work for a black family because her children would be "a laughing stock".

"She said she cannot imagine herself working for a black in the location," Mrs Fikile Ngcobo said.

"We cannot blame the domestic workers for their negative attitude towards their fellow blacks. The system can be blamed," said Miss Tabane.

The wages recommended by Dwep are as follows:

FULL TIME LIVING-IN DOMESTIC WORKER:

Minimum wages for relatively unskilled person . . . R78,65 per month.

Minimum wages for someone with special skills . . . R96,80 per month

FULL TIME LIVING-OUT DOMESTIC WORKER:

Minimum wage . . . for unskilled person . . . R90,75 per month.

Minimum wage for a skilled person, eg a cook etc . . . R104,50 per month.

Transport expenses must be added to the salaries.

If the employers cannot afford the recommended wages, then they must pay for the number of hours that they can afford.

A worker coming in for two eight hour days a week would be paid R36,30 a month, plus transport expenses. And someone with special skills must be paid R41,80 a month, plus transport expenses.

What is the solution to this problem?

Let us have your opinions. Write to us at **SOWETAN**, P O Box 6663, JHB 2000. The best letter will receive R10.

Madam can't afford more

MESSRS Mathews Oliphant and Magwaza Maphalalu (of some union or the other) have taken up the cudgels on behalf of the domestic worker. I wonder how the white madam will react when the black madam announces she has enrolled as a member of a union, and demands wages as stipulated by Messrs Oliphant and Maphalalu, pensions, sick leave, bus fare, uniform, 13th cheque, extra days off, extra support for boyfriend and children, etc. etc.

I would estimate that 80 percent of white madams will not be able to meet these demands and will tell black madam that her services are no longer required.

What will Messrs Oliphant and Maphalala do with 40 000 black madams shouting "unfair dismissal".

One could have the concept that this is an untapped source of revenue if one considers that 50 000 multiplied by X amount of rands or cents union fees a month adds up to quite a substantial increase for any union.

Then again the union may take up the plight of the domestic workers for humane reasons.

J. M. VAN WYNGAARD
Durban.

Domestic workers recommend new salary scales for Eastern Cape

By JIMMY MATYU

THE Domestic Workers' and Salesladies Association (DWASA), of Port Elizabeth, and the Domestic Workers' Association (DWSA), of Cape Town, have recommended salary scales for domestic workers.

Delegates, including Mrs Mizana Matiwane, DWSA secretary-general, met in New Brighton, this week.

The recommended scales (with those for Cape Town given first) are:

- Living-in domestic worker (R85) (R70) starting monthly wage rising to R150 a month for experienced workers.
- Half-day, Monday to Friday, (R65) (R55) a month.
- Full day, 8am to 5pm (R85) (R70) a month.
- Chars, busfare included (R10) (R6) a day.
- Half-day char, busfare included (R7,50) (R3) a day.

The associations recommended that living-in domestic workers should be on duty from 7am to 7 pm with 2 hours rest from 2pm to 4pm. Hours for those living out should be from 8am to 6pm with 2 hours rest.

They felt domestic workers were entitled to 10 days' sick leave in a year with pay. They suggested a worker should produce a doctor's certificate if off for more than two days.

The associations also recommended three weeks' paid leave a year for domestic workers.

In a statement issued after the meeting, some of the grievances of domestic workers were listed.

"Domestic workers are tired of living and working under oppression and exploitation and have declared war on all forms of worker exploitation by employers," it read.

The statement pointed out that some domestic workers earned as little as R40 a month with no overtime pay and when a domestic worker fell ill, she had to pay the medical expenses.

"If she falls pregnant, a domestic worker receives no maternity benefits nor does she get maternity leave," the statement said.

When a domestic worker was injured on duty she received no compensation, and if she lost her job she received no unemployment benefits.

Wages in the home

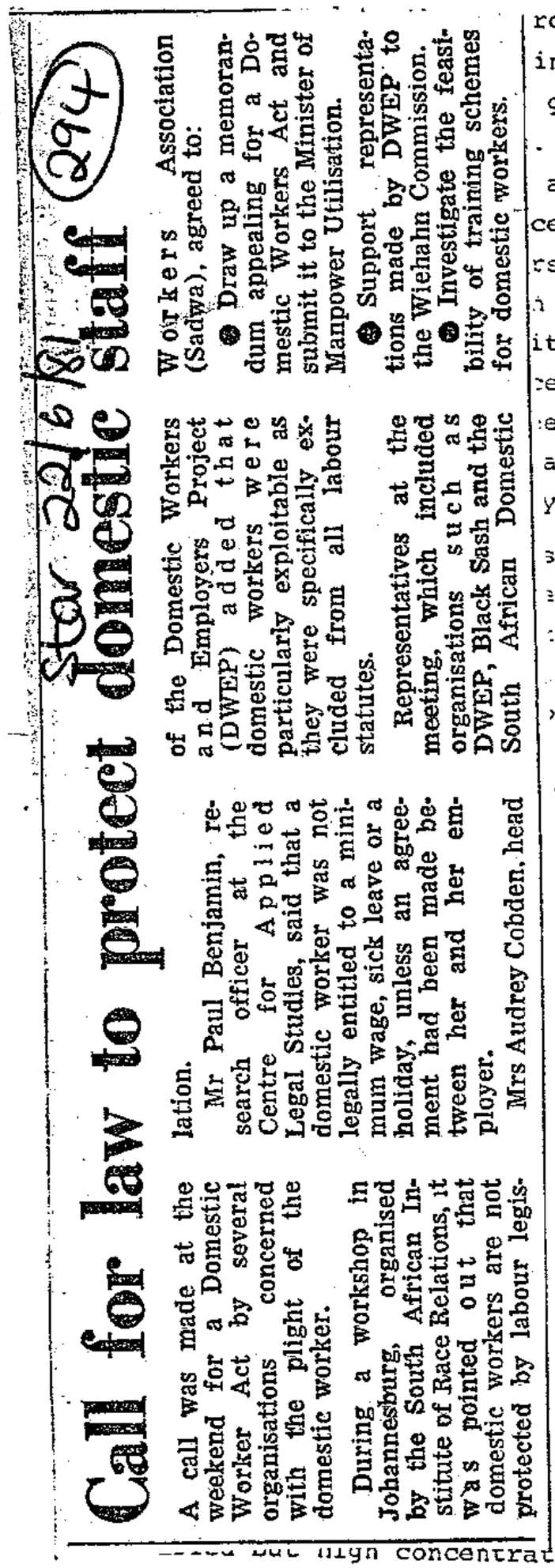
THE newly-formed Domestic Workers and Salesladies Association of Port Elizabeth has produced a recommended salary scale for domestic workers which deserves serious consideration by householders. The suggestions for pay rates and hours of work are so modest that no reasonable person could reject them.

It is recommended, for instance, that a living-in domestic worker should start on R70 a month (rising to R150 for experienced workers) for a 10-hour day, and that chars should receive R6 a day, bus fares included. The association complains that some domestic workers earn as little as R40 a month, with no overtime pay, and points out that workers seldom receive any other substantial benefits.

Householders who do not pay their maids a decent wage may argue that they cannot afford more. But how many of them, we wonder, exploit their employees while at the same time enjoying a full social life and running two motor cars?

Because of the large-scale black unemployment in most areas, domestic workers have no bargaining power, and many of them therefore accept their poor conditions of employment. We hope those householders who have taken advantage of the situation will examine their consciences before the next month end comes round, and do what is right by the domestic workers who so often are considered "part of the family".

The following are some of the occupations in which workers



Star 22/6/81 (294)

Call for law to protect domestic staff

A call was made at the weekend for a Domestic Worker Act by several organisations concerned with the plight of the domestic worker.

During a workshop in Johannesburg, organised by the South African Institute of Race Relations, it was pointed out that domestic workers are not protected by labour legislation.

Mr Paul Benjamin, research officer at the Centre for Applied Legal Studies, said that a domestic worker was not legally entitled to a minimum wage, sick leave or a holiday, unless an agreement had been made between her and her employer.

Mrs Audrey Cobden, head of the Domestic Workers and Employers Project (DWEP) added that domestic workers were particularly exploitable as they were specifically excluded from all labour statutes.

Representatives at the meeting, which included organisations such as DWEP, Black Sash and the South African Domestic Workers Association (Sadwa), agreed to:

- Draw up a memorandum appealing for a Domestic Workers Act and submit it to the Minister of Manpower Utilisation.
- Support representations made by DWEP to the Wiehahn Commission.
- Investigate the feasibility of training schemes for domestic workers.

rds of silica. Quartz is the major in concrete and mortar. Sand is also glass-grinding and the manufacture of . It is interesting to observe that the and abrasive soaps, which contain flint cently discontinued in Britain because rs in this field. Ganister, a variety h a high silica content, and referred to iterature, is combined with clay in the es, whilst other forms containing silica elfoundries. Under these high tempera- an be converted into the more dangerous ystabolite.

s flint', derived from grinding or bbles (as are certain abrasives) is he manufacture of optical glass, china, tery products, such as tiles and ceramics. ure silica content and freedom from other in the products. The dry grinding of tes a serious silicosis risk, as does from the finished product which has igh temperatures. Vitreous silica or ing precision instruments, also falls

e used for the manufacture of building ilway constructions. The use of sand- cutting, polishing and the cleaning ses workers to high concentrations nded by the fact that the workers are r materials. Workers using high ls are exposed to silica if they ive clothing in order to inspect Workers are also exposed to high st in quarrying, tunnelling and mining. quartz, sandstone and slate, or who d tasks, such as rough-hewing the d crushing the stone, at the face of immediate vicinity, are exposed to ons of silica dust. While wind can be beneficial to outdoor workers, it is not always possible for them to be on the windward side of the dust-production point

or to avoid dust generated by their fellow workers.[37] It is possible that historical sandstone buildings in Edinburgh (and the Union Building in Pretoria) caused a high incidence of silicosis among its builders.

Despite modern methods for dust measurement, suppression and prevention, as recently as 1956 tunnellers working on the vast hydro-electric scheme in the Swiss Alps, known as La Grand Dixence, were contracting silicosis. Water was used to suppress dust in the larger tunnels, but dry drilling methods were used in the smaller tunnels.[38]

This study is mainly concerned with silicosis in the South African gold mining industry. Gold which is mined on the Witwatersrand is embedded in a matrix containing 60 to 80 per cent quartz.[39] Mining procedures produce airborne dust with concentrations of silica which have been measured in concentrations of up to 40 per cent.[40]

It was originally believed that coal mining did not present the hazard of a dangerous pneumonoconiosis.[41] But this was disproved and in 1943 legislation in Britain awarded compensation for coal miners' pneumoconiosis.[42] There are two schools of thought about the causation of this disease. The first school believes that coal dust by itself can cause the damage, while the second school maintains that damage is only caused when there is a mixture of coal dust with silica in significant quantities.[43] The latter is found to be so in the case, inter alia, of the 'hard-headers', who tunnel and branch to reach the anthracite deposits in South Wales and in Somerset (in South West England).[44] Coal dust by itself, with small quantities of silica, does not cause serious damage, although incapacity can result from massive depositions of dust in the lungs. The disease however becomes very serious if an infectious element, such as tuberculosis, is superimposed and progressive massive fibrosis results.[45]

This discussion on the possibility of coalworkers contracting silicosis is relevant to the early period of gold mining in the Transvaal. Medical authorities realised that many of the Cornish metal miners may have had silicosis before they arrived in South Africa, because of the high incidence of silicosis in Cornwall.[46] However they do not seem to have considered that coal-miners too may have contracted the disease in England before their arrival in the Transvaal.

clusively been proven to be beneficial or a 'valuable safeguard' to miners at risk of contracting silicosis.(180) Also it is highly debatable whether, in fact, the periods of service, in many cases, were as short as has often been alleged.

There is a great deal of evidence to suggest that before the Anglo-Boer war many Africans served for long periods on a mine. Edward Way, when manager of the George Goch Mine, stated in 1897 that a considerable number of Africans had worked continuously at the mine for eight years, while ... (181) This statement

their increased skills in comparison to those who had fewer contracts.(183)

Other recruits usually served contract periods varying to a year until the WNLA in 1905 doubled the length of periods. These Africans were allowed to renew their c pletion of their original service.(184)

Of great importance to this argument is the number of not recruited, but who came of their own accord and we where they engaged and re-engaged themselves. In 1904 to 'over 2 000 per month' and Drs L. Irvine and D. Macaula numbers were 'steadily increasing.'(185) They also co Africans who voluntarily engaged themselves on the spot comprised 50 per cent of the African mine work-force which consisted of more than 87 000 men, and that 25 per cent of this contingent had transferred to other mines on completion of their original contracts.(186)

In order to allay white miners' fears of contracting silicosis, it was stated that this was unlikely because: 'The actual drilling is now done by natives under the supervision of the European miner.'(187) This was the same argument which Irvine had used in 1903 before the Milner Commission to show exactly why African miners were likely to contract the disease in a shorter time than the white man because he is usually stationed closer to the drill and does not go away, as the white man has an opportunity of doing.(188)

Moreover he said this at a time when the dust risks for rock drillers were far more dangerous and the mortality rate far higher

Even before the Anglo-Boer war dilution of the white miners' skills had begun and the numbers of Africans at the rock face increased absolutely and relatively to whites. From 1897 five Africans were running two rock drills themselves under the supervision of a single white miner.(189) Not only did Africans operate drills in the dead ends of all development work - shaft-sinking, driving and tunnelling of winzes - but they also utilised them in the stopes.(190)

African miners did not necessarily benefit as much as Whites from improved

Domestic sues ex-employer for notice pay

By Zenaide Vendeiro

A domestic servant who claims she was dismissed without good reason brought a civil action against her former employer in the Johannesburg Magistrate's Court today.

Miss Gladys Mhlomi (39) is claiming a month's wages from Miss Lesley Green, of Eighth Avenue, Parktown North.

She testified that she had worked for Miss Green and her friend, Miss Norma Berman, since October 1971. Her wages were R60 a month and she lived on the premises and was supplied with food.

On June 18 last year she was hanging up washing when a wound on her right leg began bleeding. It bled until she lost consciousness.

After lying on the lawn for about two hours, she managed to crawl into the kitchen. As she got there, a friend telephoned and Miss Mhlomi asked her to call an ambulance.

She was not able to do so herself because the phone was locked.

Miss Mhlomi said she went back to the yard and waited for her friend. Four dogs belonging to Miss Green began "licking my blood."

Miss Mhlomi was taken to the General Hospital. She was to be operated on on June 20, but because of a power failure in the hospital she was told to return on June 23.

She was discharged from hospital on June 26 and went back to her employers, who asked about her condition. She told them she was able to work, but had to put her leg up when sitting down.

Miss Berman then told her that she was no longer wanted 'because she had left the dogs by themselves and "the whole place was full of blood."

She also said Miss Berman told her that they had found another domestic and Miss Mhlomi was to empty her room of her belongings.

"When I left I was paid R40," said Miss Mhlomi. She was not paid for her time in hospital, nor did she receive notice pay.

(Proceedings)

Miss L. Green . . . missed maid.

Miss G Mhlomi . . . lost consciousness.

would require far more statistical evidence of the numbers of Africans who were employed continuously, or the number of times they had renewed their contracts, before making any judgments in this connection.

It is also necessary to investigate the way medical examinations were conducted. As has been suggested this has a strong bearing on the establishment of incidence and prevalence rates, and after compensation was introduced, on these awards as well. Grey's contentions that the improvements recommended by the Committee of Doctors in 1903, and the implementation of better medical examinations and choice of recruits by the WNLA, and improvements in diet, sanitation and compound facilities inter alia, do

ETAN, Friday, June 26, 1981

Black domestics may have to pack their bags and move

LANDLORDS in the Yeoville and Berea areas of Johannesburg have been told by the West Rand Administration Board to reduce the number of black employees living in flat buildings.

But a Wrab spokesman yesterday admitted that the board had no alternative accommodation for employees and said there could be "no compulsion" on landlords to comply with letters which had been sent out.

One property company executive estimated that hundreds of domestic servants and cleaners could lose their accommodation if landlords were forced to comply, but the Wrab spokesman had no figures at hand on the number of letters sent to landlords.

The owners of a Yeoville block of flats were told in a letter last month that they were "required" to reduce the number of black workers living there from 13 to six.

The letter also referred to its contents as a "request".

A 1966 formula governing the accommodation of black people in buildings laid down a quota of six, but the owners had been licensed to exceed the quota.

A lawyer who investigated the letter reported to the owners that "We find that Wrab is entitled to take the action contemplated."

Mr A E Steenhuisen, director of labour for the Board, said yesterday: "We're asking for co-operation and some — not many — have co-operated."

Landlords could not be forced to comply because there was no hostel accommodation for employees who had no alternative abode.

In many cases landlords were licensed to accommodate more workers than they actually did, so the Board's action would not necessarily displace workers, he said.

In some instances employees had accommodation in Soweto but slept in flat buildings.

"I have put a senior man with tact onto the job. Each case will be treated on its merit," Mr Steenhuisen said.

Tepid PE reception for domestics' pension plan

E, Post 27/6/81

294 300

By SALLY KERNOHAN

A PENSION scheme for maids and other domestics has been devised by a South African building society — but enthusiam for it among Port Elizabeth housewives this week was lukewarm.

They all greeted it with "ifs" and "buts".

The Southern Trident describes its scheme as "flexible, simple and legally uncomplicated".

It suggests a subscription scheme to make provision for a domestic worker's retirement, or possible unemployment through an employer's transfer to another city.

Housewives spoken to by the Weekend Post agreed it was a good idea in principle, but they saw many snags in its practical application.

The Trident suggests that on hiring a domestic, or after a predetermined probationary period, the housewife could agree to pay the domestic her monthly salary and, in addition, to subscribe an additional amount monthly to a subscription share in her name.

On termination of employment, the maid would be handed the deposit book and she could then choose either to realise the funds as available or continue subscribing.

On retirement, she could choose a lump sum payment or convert to a revolving scheme.

In the latter case, she would receive a monthly dividend and keep the capital intact.

For instance, said the Trident, a R1 share a month would give the domestic R725 in 20 years' time, R10 a month would give her R7 250 in the same period.

An added attraction was that subscription shares paid a compounded dividend of 10% a year and for anyone earning less than R2 600 a year, the dividends are tax-free.

Mrs M Ellis, secretary of the PE Housewives' League, said she thought it was a good idea.

"But there will be many employers who feel they are paying their domestics adequately and will feel the onus is on *them* — the employee — to make provision financially for retirement or periods of unemployment.

"What happens in the case of a char who works for three different employers?" she asked. "Would the three club together — it's a difficult problem."

Another saw difficulties for a housewife who might, for various reasons, have had to discharge and employ several different domestics over a short space of time.

"The employer would forever be opening building society deposit books," she said.

A third said she thought it was an excellent plan, but would like to see a system evolved whereby the deposit book could be transferred from employer to employer.

"Something along the lines of the new national pension scheme — then at least the domestic could look forward to security in her old age," she suggested.

Domestic loses dismissal action

Slov 24/6/81

294

A civil action brought by a domestic servant against her former employers was dismissed with costs in the Johannesburg Magistrate's Court yesterday.

Miss Gladys Mhlomi (39) claimed she had been unfairly dismissed by her employers, Miss L Green and Miss N Berman, of Eighth Avenue, Parktown North, and that she had not been given notice.

She claimed R60 for salary and R60 for a month's board and lodging.

She testified that on June 18 last year her right leg had been haemorrhaging while she had been hanging up washing.

She had lost consciousness for about two hours and had been taken to the General Hospital. She had undergone an operation and had been discharged on June 26.

Miss Mhlomi said when she had returned to her employer's home she had been told she was no longer wanted because she had left the house unlocked and "full of blood."

Miss Berman had told her they had found another domestic.

She had been asked to remove her belongings from her room and had been paid R40.

Miss Berman denied firing Miss Mhlomi and said she had resigned.

She had been "hurt and dreadfully shocked" when she had received a summons to appear in court.

"Gladys was treated as part of the family. We were very happy with her.

"She was an excellent maid, very loyal and she looked after our animals and our home very well," she said.

Miss Mhlomi agreed under cross examination that Miss Berman and Miss Green had been "exceptionally kind" to her.

In April last year, when Miss Mhlomi's right leg had been troubling her, her employers had taken her to hospital and to a specialist.

The medical bills had been paid.

Miss Green, a nursing sister, had dressed her leg every evening.

While she had been in hospital, Miss Berman had employed a temporary maid.

She had asked Miss Mhlomi to pack her belongings so that she could store them until such time as Miss Mhlomi recovered and could resume duties.

Miss Berman said Miss Mhlomi had told her: "It will be better if I give up the job." She had then left.

Mr I Oshrey, for the employers, submitted Miss Mhlomi had deliberately attempted to make the court believe her emloyers were "blackguards who threw her out when she was sick."

Mr G Dyson, for Miss Mhlomi, argued there was no reason why a contract worker from Transkei, a "vulnerable black woman in a white urban area," who knew how difficult it was to find work, would voluntarily terminate her employment.

The magistrate, Mr J Steenkamp, ruled that Miss Mhlomi had not discharged the onus on her to prove she had been unfairly dismissed.

Domestic workers . . . 'discrimination has led to domestic workers being excluded from the definition of a worker'

Our forgotten workers

Sowetan 1-12-81

(294)

IT'S 5 AM. You step out of your Orlando home into the frost bitten dark of a typically winter morning having fed the children and your husband. A long walk, a bus, a train and another bus later you walk through the palatial Houghton garden of your employer to start a day's housekeeping.

For thousands of Soweto women this is their daily routine as domestic workers and the odds are that in one way or another they are being exploited.

What rights do Soweto's domestic workers have? In the past they have been deprived of the legal protection factory, shop, office, and mine workers enjoy.

To inform the city's hard working women the Domestic Workers and Employers' Project (Dwep) held a workshop on their legal status recently at the St Columbus Presbyterian Church in Parkview, Johannesburg.

About 50 people attended including representatives from the South African Domestic Workers Association (Sadwa), the National Council of Women (NCW) and Dwep's Durban branch.

Mr Geoff Budlender of the Legal Resources Centre in Johannesburg conducted the workshop.

DEPRIVING

With him was Mr Paul Benjamin of the Applied Legal Studies department at the University of the Witwatersrand.

By BOITUMELO MAKHEMA

He detailed the discrimination against them rooted in Parliamentary acts depriving the workers of the same protection afforded factory, shop, office and mine employees.

He said: "These acts control matters such as working hours and minimum wages, but domestic workers and farm labourers for instance have been excluded from the official definition of a 'worker'."

On the positive side, however, there are advantages in not being covered by industrial legislation, Mr Benjamin said.

The period of notice that domestic workers are allowed is longer than that other workers can demand," he said.

DISMISSAL

"If a domestic worker wishes to take her employer to court she can do so without referring complaints to the Department of Manpower Utilisation first or to an industrial council."

Mr Benjamin said that under common law an employer is required to register her employee within 72 hours of taking her on.

One month's notice or pay instead of notice is required, he explained. Notice pay is equivalent to wages that would have been received during the notice period. For a monthly paid worker, one month's money, he said.

If food or accommodation is provided as well as the wage then the cash equivalent must be paid on dismissal, he said. But in a case where bus or train fare had been provided this is not required in notice pay, Mr Benjamin said.

The workshop heard that circumstances under which a domestic worker may resign include behaviour on the part of the employer that makes it impossible to remain in the job.

Mr Benjamin said that if an employer fails to pay the domestic or if the job the employee is instructed to do could be dangerous then the employee can terminate her services.

He said that other reasons for termination could be desertion; suspension; resignation or sickness.

Domestic workers . . . many in one way or another are being exploited.

Domestic workers' union to meet PE housewives

Post Reporter

THE Domestic Workers and Salesladies Association plans to addres white housewives and other employers at a series of meetings to be held in Port Elizabeth suburbs next month.

The aim of the meetings will be to establish good relationships between housewives and their domestic workers.

Mrs M Baliwe, a member of Dwasa, said today that Dwasa would address the employers on the following matters:

- Terms and conditions of work;
- Unemployment funds for domestic workers; and
- Leave pay.

Employers would be told of the importance of entering into a contract with domestic workers, said Mrs Baliwe.

The form should set out the terms and conditions of employment, such as wages/salary, hours of work, days of work, type of work, annual leave, sick leave and overtime pay.

EPost 15/7/81 294

She said the aim of Dwasa was to further the interests of workers in relation to their employers, to settle disputes between domestic workers and employers and to assist workers in obtaining employment.

Mrs Baliwe said Dwasa was appealing to white ministers in the suburbs to allow them to use their church halls for the meetings and to all white housewives to attend the meetings.

Domestic workers' body formed in Peninsula

C. Herald 18/7/81 294

THE South African Domestic Workers' Association, which launched a Cape Town branch this weekend, is prepared to co-operate with any organisation which has the interests of the domestic worker at heart.

This was said this week by Mrs Leah Tutu, director of the association which was launched in Johannesburg in February. The membership has already grown to about 2 000.

Of about 100 people who attended the meeting in Claremont on Saturday to launch the Cape Town branch, 38 people registered as members.

Mrs Tutu said SADWA would fight exploitation and injustice in domestic work.

She said the organisation was open to all domestic workers

At Groote Schuur, general outpatient attendances have declined since I973. The number of physiotherapy treatments has also declined - either due to changes in the ca ing of patients (most likely) or suggesting that the Day Hospitals have taken responsibility for much post-operative physiotherapy treatments. The number of diabetic patients also appears to have declined. At Red Cross, the total number of attendances has declined (although the short time series limits the usefulness of the data here) with special clinics remaining fairly constant and general outpatient attendances declining.

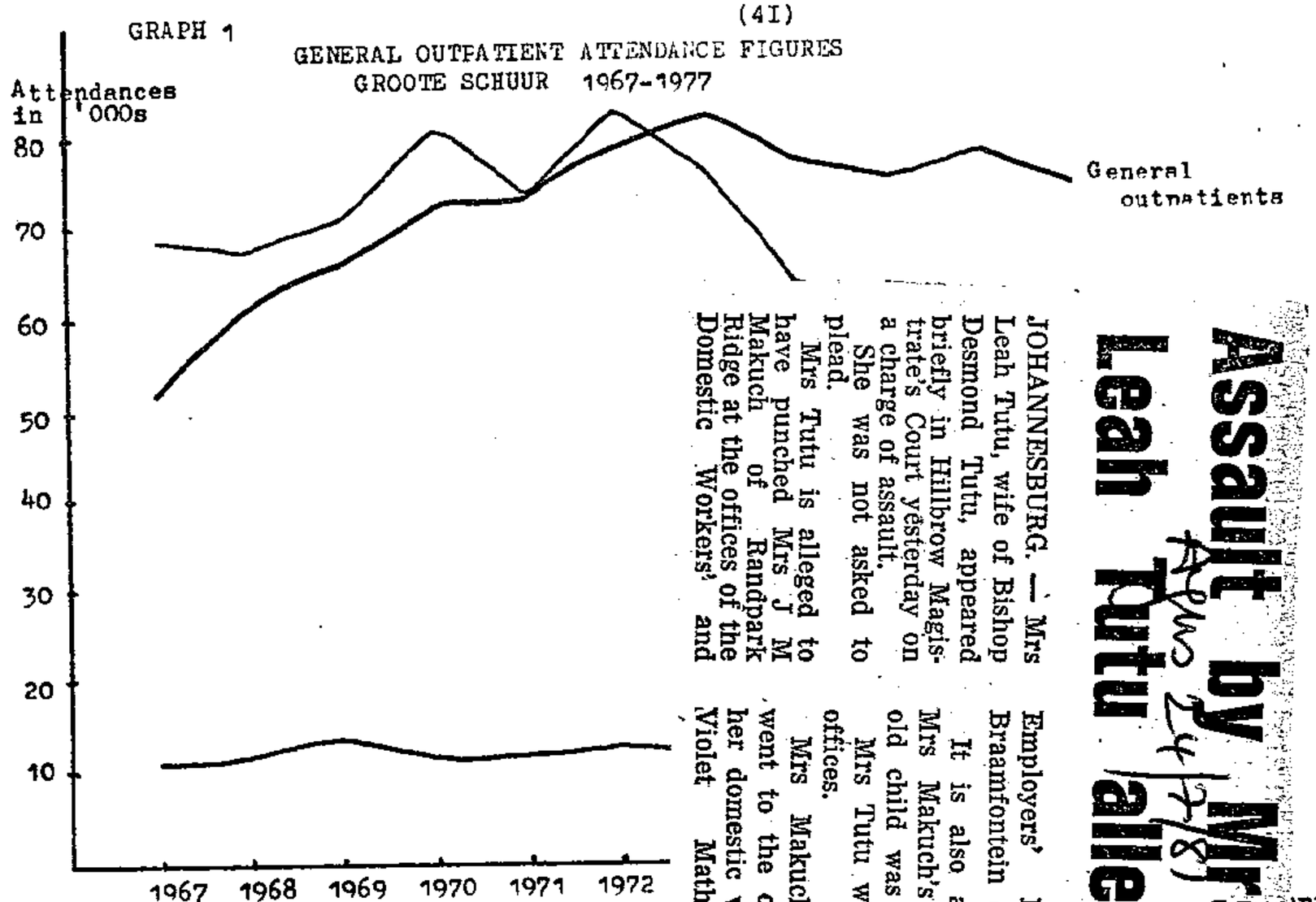
The Groote Schuur Hospital staff report reduced congestion resulting from the existence of the Day Hospitals (I) but the data is such that strong inferences cannot be drawn.

The attendances at Day Hospitals are shown in Graph 3. It appears that it took nearly 2 years to educate the population about the new role of the Day Hospitals. Since I97I, the number of attendances has increased rapidly (also as the number of Day Hospitals has increased) particularly among the 'Coloureds' - 75% of the patients now seen at the Day Hospitals are 'Coloured'. Some of these patients might have previously attended outpatients departments, some might previously have not received medical treatment through ignorance or poverty or may have consulted a doctor less often, and others might have been attending private doctors. It may also be that the capacity of the community for self-care has declined, owing to the cheapness and proximity of professional help.

. / ...

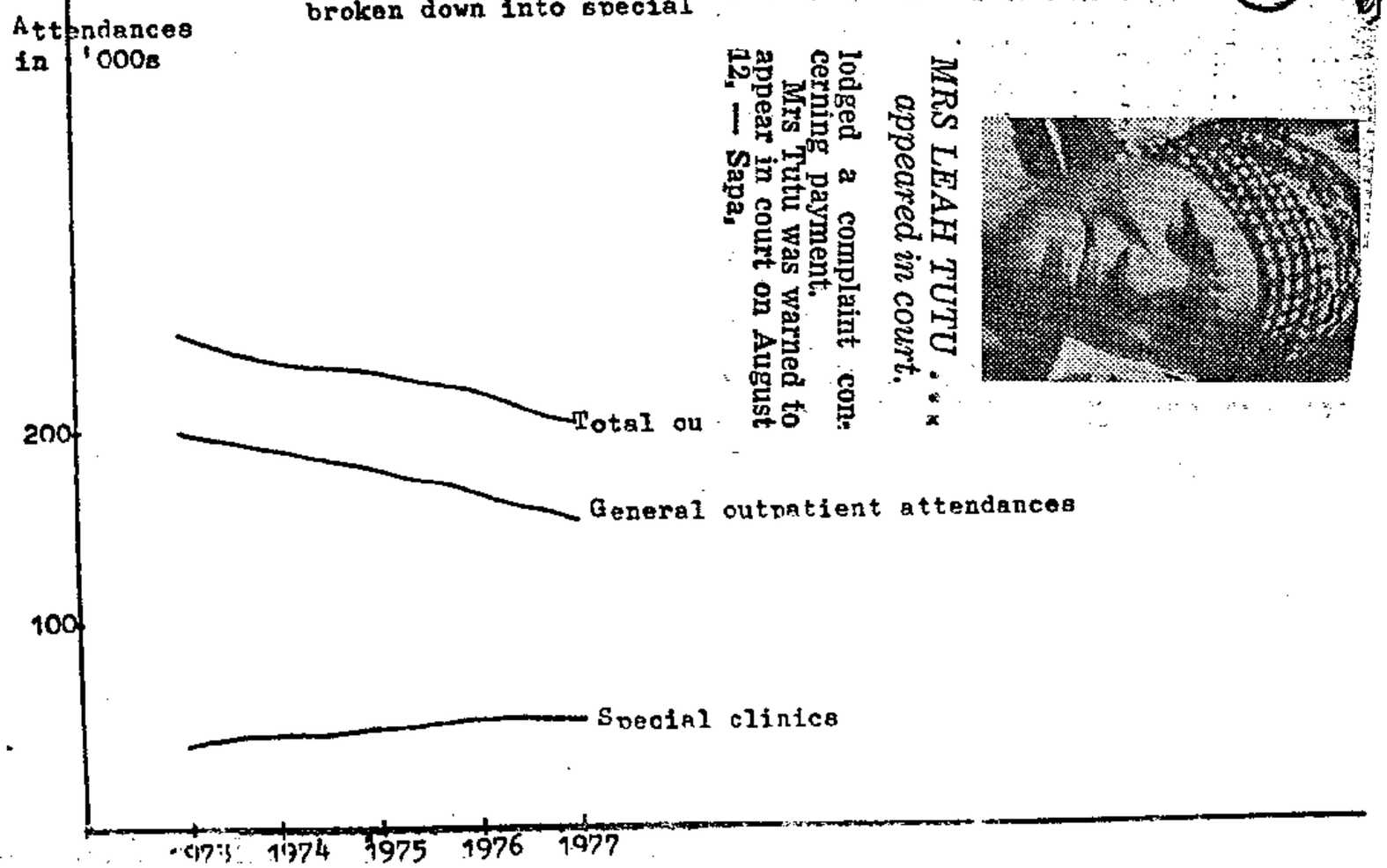
GRAPH 1

GENERAL OUTPATIENT ATTENDANCE FIGURES
GROOTE SCHUUR 1967-1977



GRAPH 2

ATTENDANCES AT RED CROSS M
broken down into special



Assault by Mrs Leah Tutu alleged

JOHANNESBURG. — Mrs Leah Tutu, wife of Bishop Desmond Tutu, appeared briefly in Hillbrow Magistrate's Court yesterday on a charge of assault.

She was not asked to plead.

Mrs Tutu is alleged to have punched Mrs J M Makuch of Randpark Ridge at the offices of the Domestic Workers' and Employers' Project in Braamfontein on July 17.

It is also alleged that Mrs Makuch's three-year-old child was assaulted.

Mrs Tutu works at the offices.

Mrs Makuch allegedly went to the offices after her domestic worker, Mrs Violet Matheba, had lodged a complaint concerning payment.

Mrs Tutu was warned to appear in court on August 12. — Sapa.

MRS LEAH TUTU . . . appeared in court.

QUANTITY SURVEYING

(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.

P R Swift

LTA Prizes
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & spectively.

Sessions

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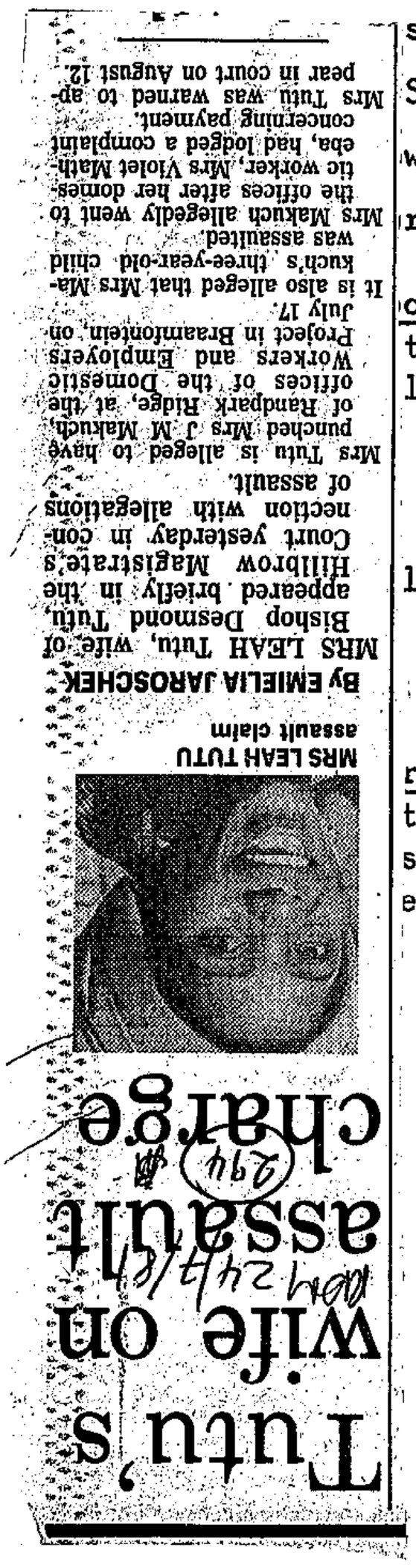
URBAN & REGIONAL PLANNING



MRS LEAH TUTU
assault claim

By EMILIA JAROSCHEK

MRS LEAH Tutu, wife of Bishop Desmond Tutu, appeared briefly in the Hillbrow Magistrate's Court yesterday in connection with allegations of assault.

Mrs Tutu is alleged to have punched Mrs J M Makuch, of Randpark Ridge, at the offices of the Domestic Workers and Employers Project in Braamfontein, on July 17.

It is also alleged that Mrs Makuch's three-year-old child was assaulted.

Mrs Makuch allegedly went to the offices after her domestic worker, Mrs Violet Mathebe, had lodged a complaint concerning payment.

Mrs Tutu was warned to appear in court on August 12.

Tutu's wife on assault charge

NM 22/7/81

Domestics asked to sign wage receipts

(294) (139)

African Affairs Reporter

A SPOKESMAN for the Domestic Workers' Employment Project yesterday appealed to employers to pay their domestic workers in a more businesslike and dignified manner.

Mrs Mary Mkhwanazi, a community worker, said disputes could be more easily resolved if domestic workers were made to sign receipts to prove they had received their wages.

She added: 'This is particularly important in the case of dismissals.'

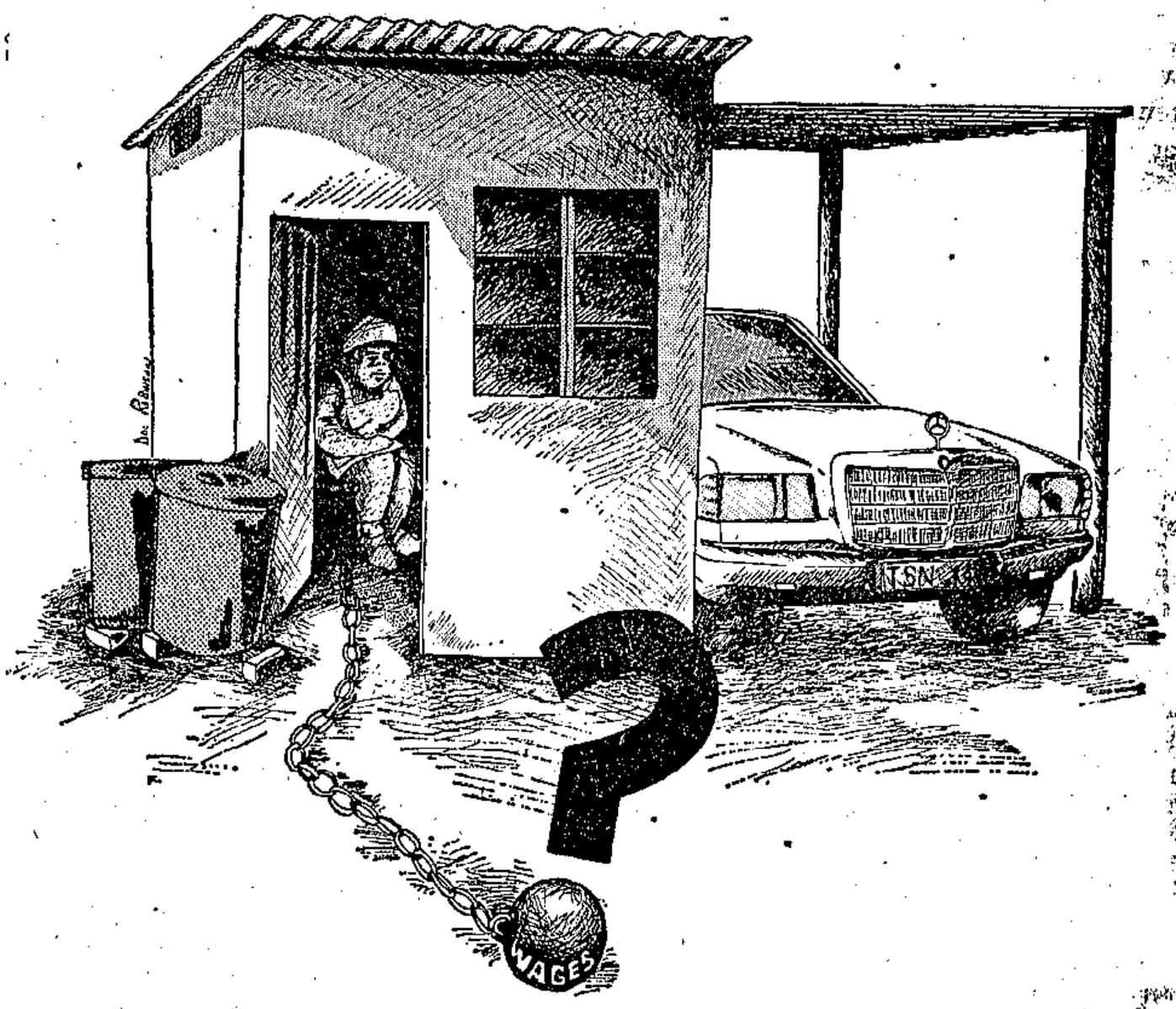
Mrs Mkhwanazi said her office had many complaints concerning dismissals without pay. She quoted a case of a domestic worker who alleged she had not been paid her salary or notice pay when dismissed by her employer.

Mrs Mkhwanazi said payments should be made in a dignified manner whereby wages were enclosed in envelopes and issued together with pay slips or receipts.

'I remember when I worked as a domestic worker, my madam would just put my salary on the kitchen sink or pass it to me through the window of my khaya,' she said.

STAR LINE

DOMESTIC SERVANTS



The most exploited group of workers in the country

29/Star/7/81

294

Call for Domestic Workers Act

Women's rights groups are asking for a separate Domestic Workers Act to protect this section of the work force which is excluded from labour legislation.

In 1977 the Domestic Workers and Employers Project (DWEP) submitted a memorandum to the Wiehahn Commission, asking for domestic workers to be included in the four major labour statutes.

Along with farm labourers, they are excluded from the Industrial Conciliation Act, the Wage Act, the Unemployment Insurance Act and the Workmen's Compensation Act.

At a recent meeting of bodies such as DWEP, Black Sash and the National Council of Women, a sub-committee was formed to investigate the possibility of drawing up a Domestic Workers Act.

The committee will send its recommendations to the Minister of Manpower.

Mr Paul Benjamin, an expert on law regarding domestic workers, said such an Act was desirable, but would be very difficult to formulate and implement.

"A start could be made," he said, "by including this vital part of the labour force in unemployment insurance and workmen's compensation funds.

"I would also like to see maximum working hours and minimum wages introduced, but

efforts from the [illegible] accepted by the local people.

By
Diann Shoebotham,
Star Line Reporter

Wages

Can't live on

Domestic workers

"There are almost a million domestic workers in South Africa, yet they are the most exploited group of workers in the country."

Each day there are horror stories of how people are continuing to abuse black female workers," said Mr John Rees, director of the Institute of Race Relations.

He was speaking at a recent meeting of human rights organisations on the status of the domestic worker in South Africa.

Mrs Audrey Cobden, head of the Domestic Workers and Employers Project in Durban, said domestic workers were specifically excluded from the definition of "worker" in the four major labour statutes.

Domestics make up the largest proportion (60 percent) of gainfully employed black women, but they are at the mercy of their employers as they are not covered by industrial legislation.

Mr Paul Benjamin, research officer at the University of the Witwatersrand's Centre for Applied Legal Studies, said the condition of employment of the domestic worker is determined by the contract of employment between her employer and herself.

Earned during the notice period, so for a monthly worker it is one month's pay.

In addition to wages,

a live-in worker must be given the cash equivalent of a month's food and accommodation.

The Legal Resources Centre works on R60 as a reasonable cash payment for board and lodging.

There are several situations in which an employer is entitled to fire his domestic without notice.

● Where she is totally incapable of doing the job or is constantly careless. This only applies in extreme cases and the worker cannot be dismissed for one or two mistakes.

● Where she fails to carry out instructions, unless they are dangerous, unlawful or outside the scope of her duties.

● Extreme insolence from the employee, although the employer will need to prove that the worker's attitude made it impossible for him to continue employing her.

● Occasional instances of drunkenness will not be sufficient for summary dismissal, unless the employer can prove that the domestic worker was consistently unable to do her job.

● Repeated failure to be at work or frequently coming late will justify the worker being fired.

A domestic worker has the right to leave her employer without notice, but common law requires that she must give two months' notice to allow the employer to find a replacement.

Under common law a domestic worker has no right to leave or be given pay, so it is important for a prospective employee to make this a condition of her employment when she starts. She should also insist on being given a reference when she leaves her job.

Mr Benjamin said it was common practice to deduct money from domestic workers' wages for breakages, "and even if the employee agrees to the deductions, she would succeed in a claim for repayment," he said.

Live-in domestic workers are entitled to reasonable number of [illegible] and cannot be [illegible] they must [illegible]

A bonus calculated at 5 percent of [illegible] month.

DWEP recommends that workers should be given at least one day off a week and a weekend off once a month.

Domestic workers should also get R1,20 an hour for overtime and three weeks' leave a year on full pay.

A part-time, unskilled domestic worker (two days a week (16 hours) should be paid R36,30 a month, and a skilled worker. All domestics should have transport expenses added to their salaries.

DWEP emphasises that these wages are only minimum wages and that people who cannot afford a full-time domestic worker should employ a worker for one or two days a week.

These are the updated minimum wages recommended by the Domestic Workers and Employers Project (DWEP).

For full time live-in domestics on a 44-hour week:
unskilled person R86,80
skilled person such as cook or someone with special responsibilities after relatively short time
skilled person with such as looking children.

For full time live-out domestics on a 40-hour week:
unskilled person R78,65
skilled person after a relatively short time
skilled person R90,75

For a part-time domestic worker (16 hours a week):
unskilled person R36,30
skilled person R41

DWEP's wage scale

Any employer who pays a domestic worker less than the minimum wage is guilty of an offence and can be fined up to R2 000 or imprisoned for up to one year, or both.

If the domestic worker has to do more than the agreed work, she can refuse to do the extra work.

If a domestic worker leaves her job without telling her employer (giving a week's notice), she will not lose any of the wages she has earned.

Unless an agreement was made at the start, an employer has no right to dismiss a worker without pay.

Bus fare need not be counted as part of her notice pay.

A domestic worker is entitled to sick pay for a short period, and an employer will not be allowed to dismiss her during a sickness for less than two months.

Domestic workers are entitled to 14 days' leave a year on full pay.

Domestic workers are entitled to one month's notice of dismissal, or one month's pay in lieu of notice.

Domestic workers are entitled to a weekly rest period of 24 consecutive hours.

Domestic workers are entitled to 45 days' sick leave over a period of three years.

Domestic workers are entitled to maternity leave of four consecutive months.

Domestic workers are entitled to a Christmas bonus.

Domestic workers are entitled to a written contract of employment.

Domestic workers are entitled to a written reference when they leave their employment.

Domestic workers are entitled to a pension fund.

Domestic workers are entitled to unemployment insurance.

Domestic workers are entitled to compensation for injuries sustained on duty.

Domestic workers are entitled to a medical aid scheme.

Domestic workers are entitled to a provident fund.

Domestic workers are entitled to a retirement annuity.

Domestic workers are entitled to a death benefit.

Domestic workers are entitled to a disability benefit.

Domestic workers are entitled to a dependant's benefit.

Domestic workers are entitled to a funeral benefit.

Domestic workers are entitled to a maternity benefit.

Domestic workers are entitled to a sick benefit.

Domestic workers are entitled to a unemployment benefit.

Domestic workers are entitled to a compensation benefit.

Domestic workers are entitled to a medical benefit.

Domestic workers are entitled to a provident benefit.

Domestic workers are entitled to a retirement benefit

By
Diann Shoebotham, Star Line Reporter

"There are almost a million domestic workers in South Africa, yet they are the most exploited group of workers in the country."

"Each day there are horror stories of how people are continuing to abuse black female workers," said Mr John Rees, director of the Institute of Race Relations.

He was speaking at a recent meeting of human rights organisations on the status of the domestic worker in South Africa.

Mrs Audrey Cobden, head of the Domestic Workers and Employers Project (DWEP) in Durban, said domestic workers were specifically excluded from the definition of "worker" in the four major labour statutes.

Domestic workers make up the largest proportion (60 percent) of gainfully employed black women, but they are at the mercy of their employers as they are not covered by industrial legislation.

Mr Paul Benjamin, research officer at the University of the Witwatersrand's Centre for Applied Legal Studies, said the conditions of employment of a domestic worker were determined by the verbal contract agreed to between her and her employer when she started work.

"Where the parties fail to make certain arrangements, common law will often fill these gaps."

The difficulty, he said, was that the law was based on decisions made around the turn of the century. However, the following conditions did apply:

An employer wishing to dismiss a domestic worker must give her a month's notice if she is paid monthly, a week for weekly wage-earners and 24 hours for those who are employed by the day.

If the employer wishes her to leave immediately, he must give her notice pay which is equal to the wage she would have earned during the notice period, so for a monthly worker it is one month's pay.

In addition to wages, a live-in worker must be given the cash equivalent of a month's food and accommodation.

The Legal Resources Centre works on R60 as a reasonable cash payment for board and lodging.

There are several situations in which an employer is entitled to fire his domestic without notice:

- Where she is totally incapable of doing the job or is constantly careless. This only applies in extreme cases and the worker cannot be dismissed for one or two mistakes.
- Where she fails to carry out instructions, unless they are dangerous, unlawful or outside the scope of her duties.
- Extreme insolence from the employee, although the employer will need to prove that the worker's attitude made it impossible for him to continue employing her.
- Occasional instances of drunkenness will not be sufficient for summary dismissal, unless the employer can prove that the domestic worker was consistently unable to do her job.
- Repeated failure to be at work or frequently coming late will justify the worker being fired.

A domestic worker also has the right to leave her job by giving notice to her employer. In the following circumstances she may stop work immediately, and demand notice pay plus all wages owed to her:

- Where the employer's behaviour makes it impossible for the domestic worker to remain in her job. If an employer hits a worker, she may claim notice pay as well as damages arising from the assault.
- Where the employer fails to pay the domestic worker her wages.
- Any major breach of contract, for example, if the employer had agreed to supply food but later refused to do so.
- Where the job is actually dangerous. This could include anything from having to treat a child with an infectious disease, to fixing the TV aerial on the roof.
- If the domestic worker is hired to do one job but is later told to do more menial work.

If a domestic worker leaves her job without telling her employer (deserts), she will not lose any of the wages she has earned.

Unless an agreement was made at the start, an employer has no right to dismiss the worker without pay.

Bus fare need not be counted as part of her notice pay.

A domestic worker is entitled to sick pay for a short period, and sickness for less than two months will probably not allow the employer to dismiss her without notice.

Under common law a domestic worker has no right to leave or leave pay, so it is important for a prospective employee to make this a condition of her job when she starts work. She should also insist on being given a reference when she leaves her job.

Mr Benjamin said it was common practice to deduct money from a domestic worker's wages for breakages. "This is illegal," he said, "and even if the employee agrees to the deductions, she would succeed in a claim for repayment."

Live-in domestic workers are entitled to a reasonable number of visitors and cannot be fired if they miss work because they have been arrested on a minor pass offence.

Although the Workmen's Compensation Act does not apply to domestics, under common law an employer is liable for injuries suffered by a worker while performing her duties.

Mr Benjamin said it was impossible to enforce, he said.

DWEP's wage scale

These are the updated, minimum wages recommended by the Domestic Workers and Employers Project (DWEP):

For full time living-in domestics on a 44-hour week: R96,80 for a skilled person such as a cook or someone with special responsibilities such as looking after children. R78,65 for a relatively unskilled person.

For full time living-out domestics on a 40-hour week: R104,50 for a skilled person. R90,75 for a relatively unskilled person.

DWEP emphasises that these are only minimum wages and that people who cannot afford a full-time domestic should employ a worker for one or two days a week.

A part-time, unskilled worker who is employed two days a week (16 hours) a should be paid R36,30 a month, and R41 for a skilled worker. All living-out domestics should have transport expenses added to their salaries.

Domestic workers should also get R1,20 an hour for overtime and three weeks' leave a year on full pay.

DWEP recommends workers should be given at least one day off a week and a full weekend off once a month.

A bonus calculated at 7,5 percent of the employee's annual salary multiplied by the number of years' service should be given to a domestic when she leaves her job.

The Star

Madam's guilt; maid's burden

THIS IS a land of extremes, where the First World and the Third World exist, but do not easily co-exist ("do not interface adequately" as First World technocrats would say). It is not surprising therefore that whites, who live well and indulge in the anachronistic practice of employing domestic servants, are nowadays racked by ill-defined feelings of guilt. It is also true, as Mr John Rees of the Institute of Race Relations pointed out this week, that servants are the most exploited group of workers in the world.

Yet self-imposed guilt should not allow white South Africans to run away from the problem; nor should they ignore several of its positive aspects. South Africa may be 50 years behind the developed nations in its master-servant relationships, but it is ahead of most of the under-developed world in providing rewards for labour. Domestic service has encouraged thousands of workers to better themselves educationally, and a considerable number has been actively encouraged by employers to see that their children are given a useful education. Sixty percent of gainfully employed black women are in domestic service — and, for the large majority of "domestics," their jobs represent the only form of employment open to them . . . as was the case in Europe not long ago.

The setting of a minimum wage for servants is a desirable and ultimately essential target. But in reality today it may create more problems than it solves. It could, for instance, mean that many households would dispense with servants and thus rob tens of thousands of women of even the modicum of security they now have. Where the system ought to be improved, without risking hardship to "domestics," is in legal minimum standards for living conditions, hours and annual holidays.

EV Post 31/8/81

Domestic workers decide to form a national SA union

By JIMMY MATYU

DOMESTIC workers in the Cape decided at the weekend to form a national trade union to protect their basic rights.

This was decided at a meeting in Korsten by delegates of domestic workers associations from Port Elizabeth, East London and Cape Town.

It was also decided to establish a national housewives league and a consumers council for blacks with branches in the major centres.

The meeting was convened by the Port Elizabeth-based Domestic Workers and Salesladies Association (Dwasa).

Delegates decided that the various organisations should merge to form a national executive committee to concentrate on the plight of domestic workers.

Wages and fringe benefits for domestics were discussed at great length, and associations were asked to discuss the possibility of laying down a uniform salary, applicable nationally, for domestic workers.

It was suggested that prospective employers should approach the union before employing workers.

"We are embarking on a project to improve the skills of people seeking domestic work by training them in cookery, baby-care, cleaning, laundry, first aid and literacy," a Dwasa spokesman said.

Dwasa has its offices at the Court Chambers building, 623 Main Street, in North End. The telephone number is 542158.

At a meeting held in the War Memorial Hall, New Brighton, yesterday, Dwasa reported back on their recent interview with Mr Carl Caetzer, general manager of PE Tramways, on transport problems for domestics.

An appeal was made to all African, coloured and Indian businessmen who own buses to help to improve the situation by forming a strong bus company and applying to the Road Transportation Board for registration.

An approach is also due to be made to the City Engineer, Dr D M McCallum, and the Midlands Systems Manager of Railways, Mr Willie Mitchell, to seek talks on the possibility of introducing a railway service for the black townships.

Housewife's plan for servants' pensions

By Ann Crotty

A new scheme that will provide pension benefits for domestic servants and the employees of small businesses was launched in Johannesburg yesterday.

The scheme is being developed by Mrs Etta Lurie (wife of Lucem Holdings chairman Mr David Lurie), who like many housewives, has been faced with the problem of domestics reaching retirement and having no resources to fall back on.

Under Mrs Lurie's scheme, an employer would join a unit trust contributing about R10 a month (per employee). The income provided by the trust would be available to the employee on retirement.

Unit trusts pay dividends twice a year which could be added to the contributions. The investment or part of it can be immediately turned into cash or used as a deposit against a housing loan.

By contrast contributions to existing pension schemes are "Locked in" for fixed periods.

The financial flexibility offered by unit trusts is far more suitable for the pension requirements of black employees, Mrs Lurie says.

In cases of change of employment, the employee could cash in the fund or the new employer could continue the scheme.

She believes the scheme will also benefit small firms.

A company has the choice of continuing making a product on its existing machine or obtaining one of two alternative second hand machines in lieu. Statistics relating to the machines are as follows:

Machine	Present	A	B
Book Value	R40 000	–	–
Re-sale value now	R85 000	–	–
Purchase price	–	R100 000	R110 000
Fixed costs p.a. (including depreciation)	R12 000	R27 000	R33 000
Variable running costs per unit (including labour)	R1,50	R0,75	R1,25
Units produced per hour			6

Additional data is as follows:
Selling price of product
Material cost of product
Production hours p.a.
Life of all machines (as from today)
Residual value of all machines

Depreciation was calculated by straight-l
by the Receiver of Revenue. The Sales Mana
can all be sold without further expenditur
advertising to move the extra production

(a) On the assumption that R10 000 wil
matter which machine is employed,
You may assume tax is 40% and is
(b) You are required to state the recom
(c) Estimate the incremental return fr

. This has been accepted
esent machine or machine A
o be spent on

achine overhaul no
cts at 10%.

ed.

(2) whether he will consider such protec-
tion being introduced?

(1) Whether there is any form of protec-
tion under the Workmen's Com-
pensation Act for domestic servants;
if not,

(b) Domestic servants employed in a boarding house or institution in which five or fewer such servants are employed are not automatically covered by the Act but their employers may make special

(1) (a) Domestic servants employed as such in private households are not workmen in terms of the workmen's Compensation Act and are therefore not insured against accidents arising out of and in the course of their employment resulting in a personal injury.

+The MINISTER OF MANPOWER:

Workmen's Compensation Act

16. Mr P. R. C. ROGERS asked the Minister of Manpower:

rs:

2%	14%	16%	18%	20%
505	3.433	3.274	3.127	2.991

As a matter of interest it can be mentioned that the Commission of Inquiry into Labour Legislation considered to Workmen's Compensation Act in Part 3 of its report but did not deem it necessary to make any recommendation to include domestic servants within the scope of this Act.

(2) Insurance can only be provided as stated in paragraph 1(b) above. It would, for obvious reasons, be impracticable to extend the scope of the Act so as to include the vast number of private households in the Republic. Domestic servants in private households, however, retain their common law rights against employers who in turn may insure privately if they so wish.

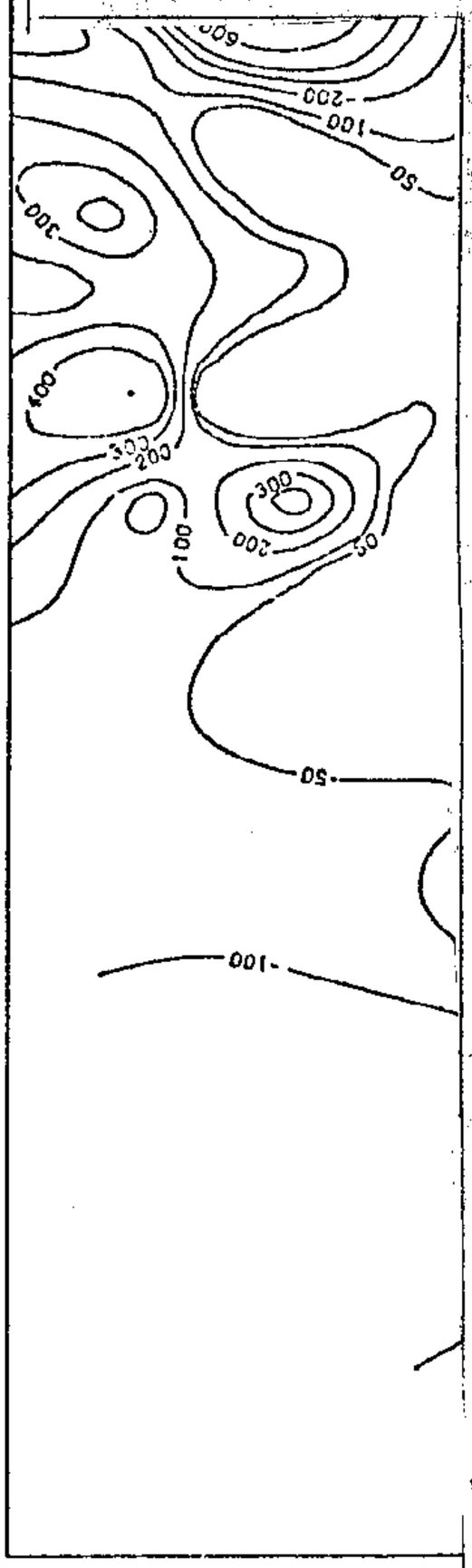
arrangements for insurance with the Workmen's Compensation Commissioner in terms of section 3(1)(b) of the Act. Where more than five domestic servants are employed in a boarding house or institution insurance is compulsory in terms of section 3(2)(f)(ii) of the Act.

AUGUST 1981 32

@DEBUG pa

Donna to head new pension plan

S. Tribune 9/8/81 294



DONNA WURZEL

Fund for domestic workers is just her line

By BEN TEMKIN

DONNA WURZEL, one of South Africa's best-known TV and radio personalities, is heading a company which is launching the first group pension scheme for domestic servants in the country.

Ms Wurzel told the **Tribune** that her interest in the fund was the outcome of research she had done over several years into the situation of the domestic servant. About three years ago she did an in-depth report for Radio Today on domestic servants and this has received enormous feedback.

A major area of concern for the domestic servant was lack of future security, Ms Wurzel said.

"We are all concerned with old age," she continued. "But the problem is especially serious for the domestic. She simply cannot afford to set aside money for her future. The days have long since passed when domestics could depend on their families to look after them in their old age.

"I think it is incredibly sad that a person may spend a whole lifetime working for a family and, at the end of the period have nothing to show for it — no home, no security, no basic comfort."

Ms Wurzel said that her concern had been particularly aroused some years ago when she met an old woman who had worked for a family for nearly 30 years. When this woman was retired she was earning R45 a month. She had almost nothing saved and had nothing on which to live.

"This," Mrs Wurzel continued, "triggered me into feeling that something had to be done for the domestic servant, and I did my utmost to publicise the problems."

"Employers and employees are mutually dependent. We entrust our homes and our children to our servants and expect them to have loyalty and concern in this respect. We can earn that loyalty and concern if we show similar loyalty and concern for them."

Ms Wurzel agreed to join CRP Group Services as managing director at

Figure 1. Contours of equal concentration of sodium.

"When I learnt that Lionel's group was developing a domestic pension fund to be marketed countrywide, I felt this was exactly the kind of thing with which I wanted to be involved. I really didn't have to think about accepting."

The domestic pension fund is being launched countrywide this weekend. Sue Gordon, who is well-known for the work she has done to improve the conditions of domestic workers is one of the key personnel involved.

The fund has been registered by the Registrar of Pension Funds and approved by the Commissioner of Inland Revenue, and the life insurance and disability benefits are underwritten by Federated Life.

Briefly, membership of the fund requires a minimum contribution of R10 a month from the employer. This money is invested by the fund to provide the pension and other benefits for the employee and cannot be touched by any other person. If the employee changes jobs, the new employer can continue to contribute. In any case, the amounts invested for the employee are for her benefit only and cannot be lost.

The benefits provided by the fund are:

- A monthly pension on retirement;
- R2 500 plus the employee's accumulated fund all of which will be used to buy a pension for her if she is permanently disabled;
- R2 500 plus the employee's accumulated fund payable to her dependants on death.

Any domestic worker can join the Domestic Pension Fund as long as he or she is under the age of 60. No medical examination is required.

Mr Phillips told the **Tribune** he was delighted that Donna had accepted the post of managing director.

"She has played an important role in making South Africans conscious of the plight of the less privileged. Her belief in the fund will do much to persuade employers of their obligations."

AN EAST E

TOWN

Bid to admit servants to jobless fund fails

Labour Reporter

The Department of Manpower has rejected an appeal to include domestic workers in unemployment benefits.

The Black Allied Workers' Union (Bawu) had called for an extension of the unemployment insurance fund to "household technicians."

The Unemployment Insurance Board decided against the appeal.

The UIF commissioner, Mr C J Vermeulen, told Bawu that the board reached its decision "in the light of the many problems foreseen if domestic workers employed as such in private households are admitted as contributors to the fund."

Bawu's president, Mr Makhosini Khumalo, said the issue should not be dropped until the authorities had changed their views on domestic workers.

Introduction

These notes are based on a preliminary interview with the late Mrs Anne (Bailen) Zurne on 15th April 1980, two taped interviews (30th April and 20th May 1980) and a short report which she wrote during this period. The tapes have been indexed, and all material deposited with the Department of History, University of Cape Town. The tapes give insights into the history of District Six, its shops, streets and celebrations, and tell of what happened to Russian Jewish immigrants to Cape Town.

Anne Zurne was born in 1907 - second of the ten children of Hyman and Esther Bailen. What is told here is, primarily, her parents' story. Hyman Bailen - born in Omsk in 1868, one-time corporal in the Tsar's army, who left Russia for the Middle East where he became a seller of carpets - arrived in the Cape Colony during the 1890s. Anastasia (known as Esther when she settled in this country) was also a Bailen, a cousin of her future husband. She was born in Tomsk in 1881, became sewing mistress in a gymnasium in Siberia, and was sent by her parents to marry Hyman around 1900, when their community was threatened by a pogrom.

Had the way been paved by other family members? Possibly so, for the Bailens were connected to the Polliacks, of music store renown, and others. In time to come, Esther Bailen's mother and sister followed, but lived in Lourenco Marques where the sister's husband was established. It is not clear if Human went at once to District Six, or what employment he took up on his arrival.

Domestic workers' wages and inflation

DOMESTIC workers and others in the lower income groups are the hardest hit by the increases in food prices because they spend between 50 and 70 percent of their earnings on food.

Taking this into account as well as the 29,5 percent rise in the price of food during the twelve month period ending December 1980, the Domestic Workers' and Employers' Project has issued their 1981 Minimum Recommended Wages for Domestic Workers.

The wages recommended are cash wages for an 8-hour day and a 40-hour week including three meals a day for living-in workers and breakfast and a nourishing midday meal for living-out workers. Working clothes should be provided and transport expenses added to these wages.

○ Full time living in domestic worker:
Relatively unskilled — R78,65 per month and for a person with special skills or responsibilities such as cooking, baking or looking after small children — R96,80 per month

○ Full time living out worker:
Relatively unskilled — R90,75 per month and for a person with special skills — R104,50 per month.

Dwep urges people who feel that they cannot afford the recommended wages to employ domestic help for a lesser number of hours and pay the wage they can afford. A part-time domestic worker could then be employed on a pro rata percentage of the recommended wage.

For example, a worker coming in for two 8-hour days a week would then be paid R36,30 per month plus transport expenses, while a worker with special skills should be paid R41,80 per month plus transport expenses.

The minimum wage for a gardener is R7,70 per day, with meals and transport expenses provided. The minimum hourly rate for gardening is R1,50 per hour, overtime should be at least R1,20 per hour and baby sitting should be R1,20 per hour.

For those who would at least like to keep pace with the rise in the cost of living it was 18,6 percent from November 1979 to November 1980, according to the Consumer Price Index for lower income groups. So a domestic worker who received R50 per month last year, should now get R59,30.

Like all other employees, domestic workers should receive certain benefits such as fully paid annual leave — the recommended minimum is three weeks — and monthly pension contributions.

Under common law it is necessary for an employer to give one month's notice or pay in lieu of notice. Domestic workers must give notice similarly.

Bonuses at Christmas or in the form of paid travelling expenses when the worker go on leave can have a wonderful effect on employer/employee relationships. E B.

Pension scheme for black domestics

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Star 11/8/81

By Barry Ronge

A new pension scheme for black domestic workers, launched at the weekend, has been described by the director of the Domestic Workers and Employers Project, Mrs Leah Tutu, as "a real step forward."

The scheme has been devised by former television star Donna Wurzel and Lionel Phillips, chairman of CRP Group Services which is marketing it.

Sue Gordon, former director of DWEP, has been involved in the planning and she feels that it will meet the many demands for such a scheme that she has encountered over the years from employers and employees alike.

She points out that this is the only pension scheme for black domestics that is registered with the Registrar of Pensions, and cites as its principal feature that it cannot be abused or capitalised upon by anyone.

Once the employee has nominated the age at which the pension is to be paid out, it can be drawn only at that age and not before.

"In the past," says Mrs Gordon, "I have always suggested that the employer open a savings account for the employee, but it often happened that the accumulated savings were spent on other things, like funerals, education or even cars."

"With the present scheme," she says, "this cannot happen. The amount paid in, plus the interest, is payable only at the specified retirement date."

Another important feature of the scheme is that the policy is always in the name of the domestic worker, and, even if she changes her employer several times, this need not affect the investment.

DONNA WURZEL

SUE GORDON

Should she go to an employer who does not agree to make a pension fund contribution, the policy does not lapse, it simply remains static. Should a subsequent employer wish to re-activate it, this is simply done, but the amount paid in always accumulates interest until the due date.

There is almost no limit placed on the age at which workers can join the fund, and they can join until they are aged 60. At that age, however, it is advisable for the employer to deposit a lump sum, instead of paying a monthly rate, so that it can accumulate the large interest rates being offered.

It is these built-in safeguards that make the scheme unique.

Mr Basil Katz, a prominent insurance broker, described the scheme as "one of the few schemes for blacks with real integrity."

He referred particularly to the death and disability clauses. If a worker dies before the pension is due, the accumulated amount in the fund is paid plus a R2 500 lump sum.

In the event of disablement before due date, R2 500 is paid into the existing fund to swell it and pension payments begin immediately.

Mrs Leah Tutu, director of DWEP has said: "We are thrilled with the scheme and see it as a real step forward for black domestic workers."

Further information about the scheme is obtainable by telephoning 37-5958.

1.5. THE COMPUTER SYSTEM

A computer system is made up of hardware components (equipment) and software (operating system). The operating syst

1.5.

Scheme to allay maids' fears of old age

● Donna Wurzel . . . giving domestics something to look forward to.

"A sense of trust and security will encourage a domestic to display loyalty."

Ms Wurzel stressed: "It is a social and human exercise, and has nothing to do with politics, although it strikes a good blow for race relations."

Despite the "unhappy and restless domestic market", housewives and servants were mutually dependent on one another and in some instances it was the maid who made possible the release of the madam "on the market" by taking care of the household and the children, Ms Wurzel said.

Commenting on saving schemes where employers pay monthly amounts into accounts on behalf of their domestics, Mrs Wurzel said these schemes did not lend "full protection" to the interests of the domestics. "In many cases the madam can change her mind, become insolvent or die, and the maid can be left without a pension," Ms Wurzel said.

In cases where savings accounts were opened in the name of the employee, they could also misuse their pension money by withdrawing it long before retirement, she said.

"Besides being a deal for the aged domestic worker the personal ties between maid and madam will improve," said Ms Wurzel.

If in the course of her working life she should become permanently disabled, R2 500 plus her accumulated savings will be used to purchase an immediate monthly disability pension for her.

The scheme is transferable from employer to employer. Upon joining the scheme the employee will receive a membership card and once a year a certificate reflecting the interest accumulated in her account will be sent to her.

The scheme will not be affected if it lapses for a few months; once the domestic is re-employed her new employer can continue the contributions.

If she should die before retirement age, R2 500 cash plus the amount accumulated in her fund will be paid out to her nominated dependent.

A UNIQUE retirement scheme for domestic workers could mean the end of many maids' fears of a penniless old age.

Besides being a welcome relief to thousands after many years of service, the scheme has been widely accepted by many Cape Town housewives and working women who have made inquiries about helping their domestics in the years to come.

The "new deal" for the aged domestic worker has been launched by well-known television personality, Donna Wurzel.

Pension fund

The Domestic Pension Fund, as the scheme has been labelled, took six months to be registered and now is finally ready to take care of the needs of thousands of domestic workers, Ms Wurzel said.

"Women realise that their release 'on the market' is due to domestics taking care of the household and the children."

Annette Reinecke who is managing the Cape Town branch office said it would be interesting to see how the insurance scheme progresses in Johannesburg and Cape Town. "They are very different cities and we're interested to compare the reaction to the fund." Any inquiries should be made to ☎ 41-0996.

A mere R10 a month based on current pension rates, will, over a period of 25 years, mean a R165 monthly pension for a retired domestic, Ms Wurzel, the managing director of the newly-launched pension fund, said.

Alternatively at that time the employee has the choice of taking up to one third of the value of the pension in a cash lump sum of R4 300. Her monthly pension will then reduce to R110.

In addition to securing a

Pension scheme for domestics

By CHERYL VAN EYSSEN

A UNIQUE pension scheme, which could give a retired maid an income of R165 a month at current pension rates, was launched yesterday for domestic workers.

The scheme — welcomed by groups concerned with the plight of retired domestics — was launched by a former television producer, Donna Wurzel.

Mrs Wurzel and her partner in the scheme, Mr Lionel Phillips, chief executive of a Johannesburg insurance broking company, said at the weekend that they were concerned about the need for security for retired domestics, who had little or no income in their old age.

Mr Phillips said: "Numerous requests to my company — CRP Insurance Brokers — over the years for a domestic pension scheme made me realise many private households actually cared about their domestics' old age".

MRS WURZEL
the MD

After three years of planning, he contacted Mrs Wurzel who had done valuable research work in the market.

Mrs Wurzel, managing director and a trustee of the Domestic Pension Fund, said the fund was registered with the Registrar of Pensions six months later, and approved by the Commissoner of Inland Revenue.

Now, a minimum R10 paid in monthly to the fund will, in 25 years, mean a R165-a-month pension for a retired domestic, she said.

Also, a domestic who retired after 30 years of work could receive about a third of the accumulated pension — a minimum of R4 300, Mrs Wurzel said. This would reduce her pension to R110-a-month.

In addition to the monthly pension the domestic would receive:

- R2 500 — a permanent disability cover — which will be paid into her pension fund account if she became incapable of continuing her work (the pension payment will start immediately);
- R2 500 "death cover" if a domestic died before retirement, plus accumulated pension money paid to her dependents.

Besides being a deal for the aged domestic worker, the scheme would tighten ties between the domestic and her employer. It would also foster good race relations, Mrs Wurzel said.

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What's about worke

By NTOMBI MDUNGE

THE Domestic Pension Fund, the first in South Africa, was launched last week.

The pension fund, exclusively for domestic workers, is being marketed throughout South Africa.

It is administered by CRP Group Services, whose managing director is, Mrs Donna Wurzel, the well-known television personality.

The Domestic Pension Fund has been registered with the Registrar of Pension Funds and approved by the Commissioner for Inland Revenue.

The life insurance benefits provided by the fund are underwritten by Federated Life Assurance Company.

The pension fund includes all domestic workers whether part time, full time or those who are doing piece jobs.

"The employers are expected to contribute R10 every month to the fund and if the domestic workers feels like adding to that contribution, she can always do so but voluntarily," said Mrs Sue Gordon who is assisting Mrs Wurzel.

She said a minimum contribution of R10 a month provides the retirement security and life assurance protection that a domestic worker is likely to need:

- A monthly pension on retirement.
- R2 500 plus the employee's accumulated fund all of which will be used to buy a pension for her, if she is permanently disabled.
- R2 500 plus the employee's accumulated fund payable to her dependants on death.

The pension cannot be paid out before the age of 55 and, at retirement, a maximum of one third can be taken out in cash; the rest has to be used to provide a monthly pension.

Alternatively, the whole amount can be used to provide a monthly pension.

The DPF was conceived as a result of the consideration of the plight of the domestic worker who not only does not make provision for the future but, in most cases, cannot afford to do so.

The best that the domestic worker can hope for is the goodwill of her family to take her in and provide for her when she can no longer work.

But then, some have no families and even if they have, the arrangement is unsatisfactory, particularly in a highly-urbanised society in which family ties are not as close as they used to be years ago.

Besides that, the plight of the domestic worker underlines the overall

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problem in South Africa of caring for the aged. It has long been official policy not to create a welfare state within this country but to encourage the private sector to make its own provision for retirement.

Unfortunately, until the establishment of the DPF, there was no simple way in which the employer of a domestic worker could contribute to a pension fund specifically designed for domestic workers and taking into account the high probabilities of job changes.

The DPF is transferable from employer to employer. If the employee changes jobs, the new employer will be able to contribute to the fund. If this is not possible, there will be no loss of benefits and the funds already accrued on behalf of the employee will continue to earn interest.

If the employee does not find employment immediately, she will continue to have the protection of the R2 500 death and disability cover for six months after leaving her employer without premiums for this cover, subject to six monthly contributions having been paid in the previous 12 months.

Domestic workers under the age of 60 can join the Domestic Pension Fund. No medical examination is required.

Mrs Gordon said domestic workers who have queries or questions to ask can visit them at their offices at the 15th Floor, National Board House at the corner of Pritchard and Kruis Streets, Johannesburg.

"Employment conditions for domestic workers have improved to some extent over the past few years but there are still many instances where they are underpaid and certainly very few instances where proper provision is made for their retirement," said Mrs Donna Wurzel.

"We as employers should show positive care for those who care for us and our children. A pension fund is positive; it secures a future," she said.

Mr Lionel Phillips, chairman of CRP Group Services said he regarded the fund as being among the most important developments in pensions in this country.

"I am delighted that Mrs Donna Wurzel, who has played an important role in making South Africans more conscious of the plight of the less privileged, is managing CRP Group Services," he added.

"Her belief in the DPF will do much to persuade employers of their obligation."

For further information you can contact Donna Wurzel or Sue Gordon at (011) 37-5940 or (Donna Wurzel's home) (011) 46-5439.

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Exclusion of domestics from Compensation Act under fire

By SANDRA SMITH

DOMESTIC workers' organisations have strongly criticised a statement by the Minister of Manpower, Mr S P Botha, that it would be impracticable to extend the scope of the Workmen's Compensation Act to include domestic workers.

Mr Botha said in Parliament that the Wiehahn Commission had considered the Workmen's Compensation Act "but did not deem it necessary to make any recommendations to include domestic servants within the scope of this Act."

He said domestic servants were not workmen in terms of the Act and "are therefore not insured against accidents arising out of their employment which result in a personal injury."

The director of the Domestic Workers and Employers Project (Dwep), Mrs L Tutu, said: "This is not correct, as domestic workers can be injured just as well as anyone else. There are so many ways that they can be injured in a household working as they do with, for example, electrical appliances.

"They are workers in every sense, and their exclusion from the Act is discriminatory.

"Employers have the vote and they can lobby their people on this issue — the domesties themselves have not got the power."

The organiser of the Port Elizabeth-based Domestic Workers' Association of South Africa (Dwasa), Mrs M Baliwe, said one of the aims of the association was to make domestic workers eligible for Workmen's Compensation.

"Apparently they have forgotten the domestic workers," she said.

"It is absolutely essential for these workers to have the same security as other workers if they are injured."

The chairwoman of the Cape Town-based Domestic Workers Association, Miss Maggie Oewies, said: "Domestic work is a professional job, and it is vitally important that they have this protection in their work."

The managing director of a company which is launching the first group pension scheme for domestic workers in the country, Mrs Donna Wurzel, said: "In view of the Minister's statement it is all the more timely that we have established a domestic pension fund on a national scale

"These are essential workers in the whole structure of South African society — we're talking about more than a million people — and there is a tremendous need for them to be protected."

Research had shown that domestics were "very anxious" to have future security in their old age as, with the breaking down of traditional patterns, they could no longer depend on their families to provide for them.

EP domestics to follow Cape plan

C. Herald 15/8/81 294

THE Domestic Workers' and Saleladies' Association (DWASA) of Port Elizabeth formed recently will follow the same principles as its sister organisation in Cape Town, said a visiting executive member.

Mrs M Baliwe started the association after several domestic workers got together to discuss their problems at a Roots cultural meeting earlier this year.

She and field workers, Mrs M Neff and Mrs J Mayisag, are in Cape Town to study the running of the Domestic Workers Association under Miss Maggie Oewies.

Mrs Neff, who has worked as a domestic and knows what it is to earn a low salary, believes that it is up to the association to make domestic workers aware that they have a place to discuss their work problems.

And Mrs Mayisag said people were becoming more conversant with the plight of lowly-paid domestic workers in the Eastern Cape.

SEPARATE

Although the two associations will remain separate, they will work closely for their mutual benefit.

Miss Oewies welcomed the formation of DWASA and said this proved that there was only one way for workers to organise themselves.

'We are going all out to help them to grow because it is tremendous to see what these women have done without money on their side,' she said.

CONCENTRATE

The Port Elizabeth association will concentrate on the fight for higher salaries and better working conditions. The main complaint is the average R45 a month earned by the majority of domestics.

It had recruited about 300 members and anyone wishing to join can contact Mrs Baliwe at Room 26, Second Floor, Court Chambers, Port Elizabeth. Telephone 54-2158.

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6.2.1. Example 1

Six out of 10 gainfully employed black women are maids

'The most exploited workers in SA'

294

E. Herald 15/8/81

DOMESTIC SERVANTS:

Call for Domestic Workers Act . . .

'THERE are almost a million domestic workers in South Africa, yet they are the most exploited group of workers in the country.'

'Each day there are horror stories of how people are continuing to abuse black female workers,' said Mr John Rees, director of the Institute of Race Relations.

He was speaking at a recent meeting of human rights organisations on the status of the domestic worker in South Africa.

Mrs Audrey Cobden, head of the Domestic Workers' and Employers' Project (Dwep) in Durban, said domestic workers were specifically excluded from the definition of 'worker' in the four major labour statutes.

damages arising from the assault.

- Where the employer fails to pay the domestic worker her wages.
- Any major breach of contract, for example, if the employer had agreed to supply food but later refused to do so.
- Where the job is actually dangerous. This could include anything from having to treat a child with an infectious disease, to fixing the TV aerial on the roof.
- If the domestic worker is hired to do one job but is later told to do more menial work.

If [illegible]

WOMEN'S rights groups are asking for a separate Domestic Workers Act to protect this section of the work force which is excluded from [illegible] legislation.

Suggested wage scale

THESE are the updated minimum wages recommended by the Domestic Workers' and Employees' Project (Dwep):

For full-time living in domestics on a 44-hour week: R96,80 for a skilled person such as a cook or someone with special responsibilities such as looking after children. R78,65 for a relatively unskilled person.

For the full time living-out domestics on a 40-hour week: R104,50 for a skilled person. R90,75 for a relatively unskilled person.

Dwep emphasises that these are only minimum wages and that people who cannot afford a full-time domestic should employ a worker for one or two days a week.

PART-TIME

A part-time unskilled worker who is employed two days a week (16 hours) should be paid R36,30 a month, and R41 for a skilled worker. All living-out domestics should have transport expenses added to their salaries.

Domestic workers should also get R1,20 an hour for overtime and three weeks' leave a year on full pay.

Dwep recommends workers should be given at least one day off a week and a full weekend off once a month.

A bonus calculated at 7,5 percent of the employee's annual salary multiplied by the number of years' service should be given to a domestic when she leaves her job.

use reentrant processors such as @BASIC, @CTS, @FTN and @APL
for your work in preference to other languages. Reentrant
processors make much smaller demands on the computer (see (4)
above).

60 PERCENT

Domestic workers make up the largest proportion (60 percent) of gainfully employed black women, but they are at the mercy of their employers as they are not covered by industrial legislation.

Mr Paul Benjamin, research officer at the University of the Witwatersrand's Centre for Applied Legal Studies, said the conditions of employment of a domestic worker were determined by the verbal contract agreed to between her and her employer when she started work.

'Where the parties fail to make certain arrangements, common law will often fill these gaps.'

The difficulty, he said, was that the law was based on decisions made around the turn of the century. However, the following conditions did apply:

An employer wishing to dismiss a domestic worker must give her a month's notice if she is paid monthly, a week for weekly wage-earners and 24 hours for those who are employed by the day.

NOTICE PAY

If the employer wishes her to leave immediately, he must give her notice pay which is equal to the wage she would have earned during the notice period, so for a monthly worker it is one month's pay.

In addition to wages, a live-in worker must be given the cash equivalent of a month's food and accommodation.

The Legal Resources Centre works on R60 as a reasonable cash payment for board and lodging.

There are several situations in which an employer is entitled to fire his domestic without notice:

CARELESS

- Where she is totally incapable of doing the job or is constantly careless. This only applies in extreme cases and the worker cannot be dismissed for one or two mistakes.
- Where she fails to carry out instructions, unless they are dangerous, unlawful or outside the scope of her duties.
- Extreme insolence from the employee, although the employer will need to prove that the worker's attitude made it impossible for him to continue employing her.
- Occasional instances of drunkenness will not be sufficient for summary dismissal, unless the employer can prove that the domestic worker was consistently unable to do her job.
- Repeated failure to be at work or frequently coming late will justify the worker being fired.

leaves her job without telling her employer (deserts), she will not lose any of the wages she has earned.

Unless an agreement was made at the start, an employer has no right to dismiss the worker without pay.

Bus fare need not be counted as part of her notice pay.

A domestic worker is entitled to sick pay for a short period, and sickness for less than two months will probably not allow the employer to dismiss her without notice.

LEAVE PAY

Under common law a domestic worker has no right to leave or leave pay, so it is important for a prospective employee to make this a condition of her job when she starts work. She should also insist on being given a reference when she leaves her job.

DEMAND

A domestic worker also has the right to leave her job by giving notice to her employer. In the following circumstances she may stop work immediately, and demand notice pay plus all wages owed to her.

- Where the employer's behaviour makes it impossible for the domestic worker to remain in her job. If an employer hits a worker, she may claim notice pay as well as

In 1977 the Domestic Workers and Employers Project (Dwep) submitted a memorandum to the Wiehahn Commission, asking for domestic workers to be included in the four major labour statutes.

Along with farm labourers, they are excluded from the Industrial Conciliation Act, the Wage Act, the Unemployment Insurance Act and the Workmen's Compensation Act.

SUB-COMMITTEE

At a recent meeting of bodies such as Dwep, Black Sash and the National Council of Women, a sub-committee was formed to investigate the possibility of drawing up a Domestic Workers Act.

The committee will send its recommendations to the Minister of Manpower.

Mr Paul Benjamin, an expert on law regarding domestic workers, said such an Act was desirable, but would be very difficult to formulate and implement.

VITAL PART

'A start could be made,' he said 'by including this vital part of the labour force in the unemployment insurance and workmen's compensation funds.

'I would also like to see maximum working hours and minimum wages introduced, but these would be almost impossible to enforce,' he said.

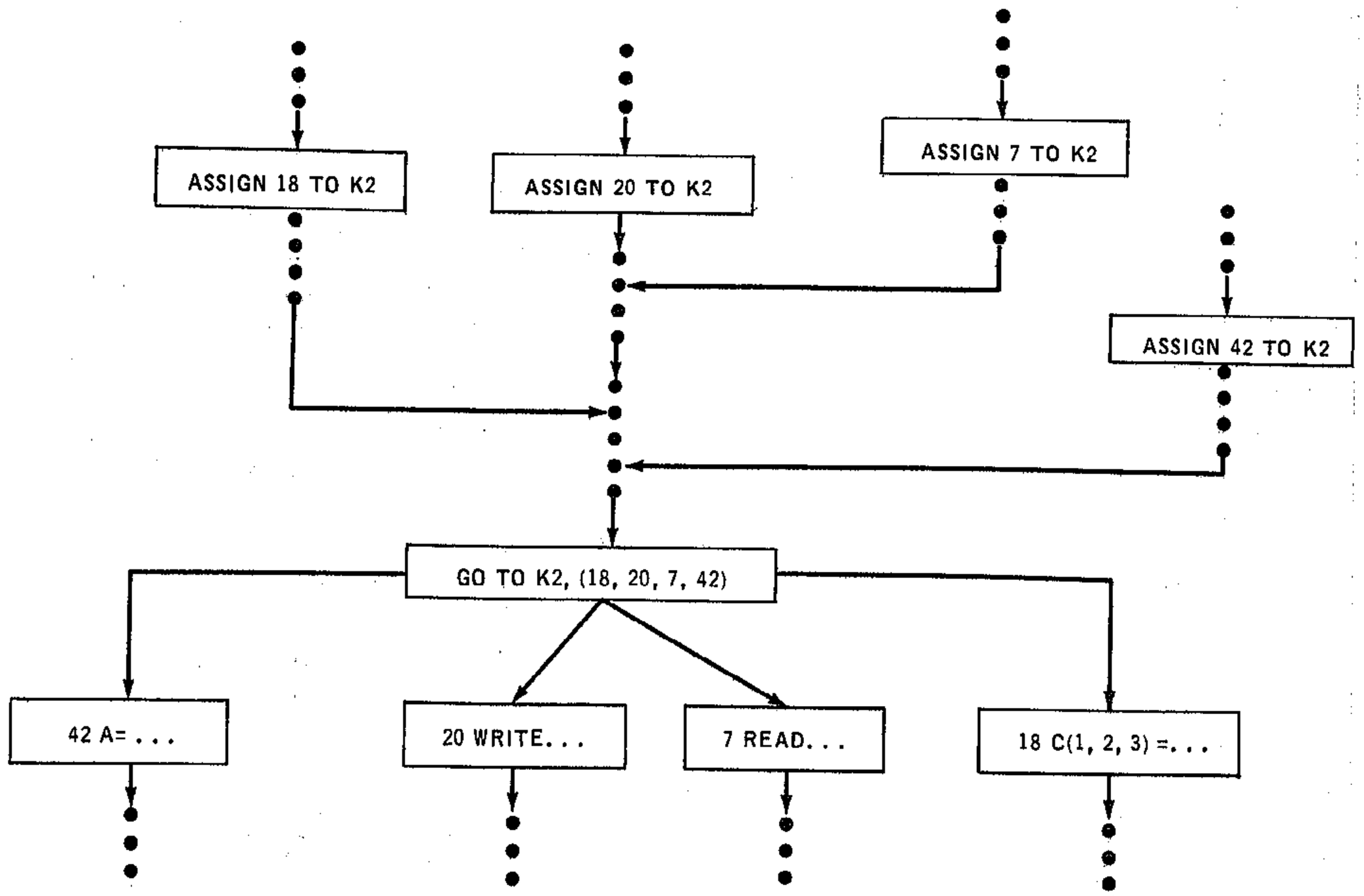

Figure 5–1. Use of Assigned GO TO Statement

Baby-sitting domestic illegal'

JOHANNESBURG. — A Harrismith widow has been fined R120 for allowing her domestic servant to sleep in her house — baby-sitting her children — while she visited her daughter who is being treated for cancer in a Pretoria hospital.

Mrs Audrey Rautenbach of Water Street, Harrismith, a widow with five children, said she had asked the servant to move into a room in her house to ensure her children would not be left alone during her frequent trips to the H F Verwoerd Hospital in Pretoria to visit her daughter Unita, 8.

The Administration Board. however, refused to allow this and she was subsequently fined R120 for illegally accommodating her servant in a white area. Administration Board officials could not be contacted for comment last night.

8.6. SUBROUTINE SUBPROGRAMS

A subroutine subprogram is an external subprogram defined by FORTRAN statements, starting with the SUBROUTINE statement, and is invoked by a CALL statement.

8.6.1. CALL Statement

Function:

To invoke a subprogram.

CALL *name*

or

CALL *name* **(**[*a* [, *a*] ...]**)**

where: *name* is the name of the subprogram.
each *a* is an argument, which is enclosed in parentheses, and the *a*'s are separated by commas.

Rules:

(1) Each actual argument in the CALL statement may be a constant, a variable, an array name, a Hollerith string, an arithmetic expression, a logical expression, an external procedure name, or a subroutine name (see EXTERNAL statement).

(2) The actual arguments in the CALL statement must agree in number and (except for a Hollerith constant) type with the corresponding dummy arguments of the subroutine.

(3) If an actual argument is a constant or an expression, the corresponding dummy argument in the subroutine must not be redefined.

(4) If an actual argument is a variable, array element, array name, external function name or subroutine name, the corresponding dummy argument in the subroutine must not appear in an executable statement that defines the value of the dummy argument.

Domestic workers welcome new fund

C Heald 22/8/81

294 ~~300~~ ~~134~~

A PENSION FUND for domestic workers which includes cover for death or disability has met with full approval of the Domestic Workers' Association.

Launched by Donna Wurzel — former TV producer who allegedly left the SABC after it axed her programme on domestic workers — it has created unprecedented interest among employers and domestics throughout the country.

Although it is envisaged that employers pay the minimum R10 a month into the fund, domestics can themselves pay this amount or an extra sum for their own benefit.

Miss Annette Reinecke who is running the Cape Town branch of the Fund said employer interest in the scheme showed that many were keen on contributing to it.

DEPOSITED

'Once money is deposited into the fund it cannot be taken out until retirement or death,' she said.

'The benefit for the domestic worker is the security offered in retirement.'

The two main benefits in the scheme centre around death or disability.

- In the case of death, the domestic's nominee will receive R2 500 along with the money accumulated in the fund.
- If she is permanently disabled, her cover of R2 500 plus her accumulated money will be used to purchase her a permanent disability pension.

Miss Maggies Oewies of DWA said: 'All our members will be joining the scheme and we will be including details of it in our education programmes for the workers.'

LOOKING FORWARD

'We are very happy that Donna has come up with something like this. It is so well-constructed and we are looking forward to hearing from more concerned employers.'

Employers intersted in the fund should contact Miss Reinecke at 701 Phoenix House, Burg Street, Cape Town or telephone 41-0906.

Women to meet bus chief

EP Post 21/8/81

Post Reporter

THE Domestic Workers and Saleswomen Association (Dwasa) has arranged a meeting with Mr Carl Coetzer, general mananger of PE Transways, on Wednesday to discuss transport problems for domestic workers in Port Elizabeth.

Miss Leonora Neti, secretary for Dwasa, said today domestic workers had complained to the association about poor bus services during morning peak hours.

"Mr Coetzer has agreed to meet our association on Wednesday and we hope the meeting will be fruitful," she said.

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Political Staff
HOUSE OF ASSEMBLY. —

The government has stalled on a recommendation by the Wichahn Commission that farm and domestic workers be brought within South Africa's labour legislation.

The government said in a White Paper tabled yesterday that there were a number of difficulties within the recommendation that farm and domestic workers and workers in most branches of agriculture, the ...ould be failing in its duty if it did not give attention to this state of affairs."

But the government ...would prefer to consult with all the parties before taking a decision in regard to this issue."

The commission recommended that the exclusion of farm and domestic workers from the provisions of the Industrial Conciliation Act be deleted. At present, these workers are not covered by the provisions of the act and cannot form unions.

The government said it appreciated the reason for the recommendation that the ultimate and long-established personal relationship between farmers and workers in most branches of agriculture, the ...("It is generally recognized ...

...recommendation that farm and domestic workers be brought within the ambit of the Industrial Conciliation Act.

...("This is being provided in practice, by the organization of farm workers in certain sectors of agriculture, by unregistered trade unions and by developments such as the representations from farm workers to be admitted to the membership of registered trade unions."

The government said the same considerations applied to domestic workers in private households, particularly where there was a large concentration, but it said it would prefer to consider their position together with ...farm workers.

...("However, in certain branches of agriculture and in many regions.

...branches of agriculture and ...example in forestry and sugar plantations, and where the activities are industrialized, the situation is somewhat different and lends itself more easily to the organization of farm workers.

...("This is being provided in practice, by the organization of farm workers in certain sectors of agriculture, by unregistered trade unions and by developments such as the representations from farm workers to be admitted to the membership of registered trade unions."

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The government said in a White Paper tabled yesterday that there were a number of difficulties within the ...

...legislation of such a nature, etc, would make it extremely difficult to organize agricultural workers in many ...

...wide geographic dispersion of the work force in agriculture, the lack of effective means of communication, the long distances involved, the problems which would be encountered in both utilizing and administration ...

Farm workers, domestics still out in the cold

There is no looking back now for domestic workers

Sowetan 26/8/81 (294)

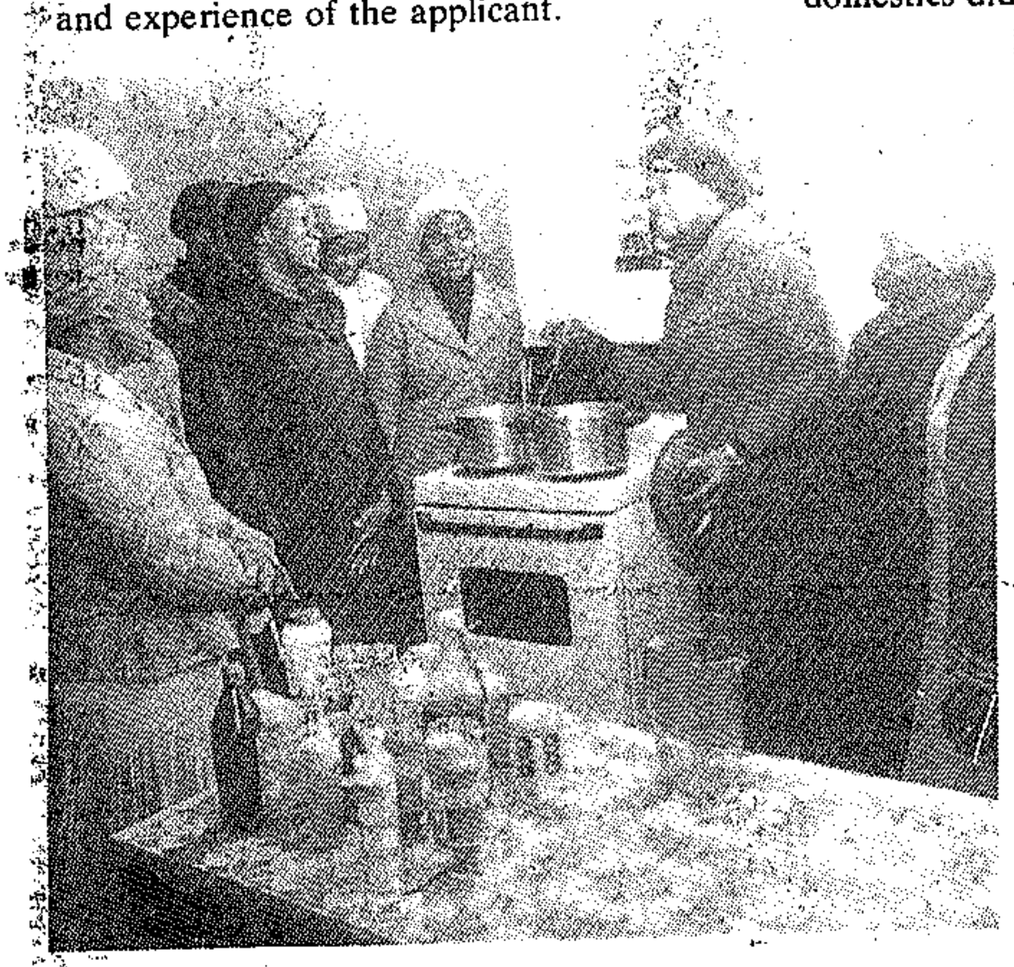
By Z B MOLEFE

SOMEWHERE in Johannesburg, domestic labourers, that often-exploited class of black workers, are getting back their dignity and pride as workers.

This is thanks to the tireless efforts of Mr Mel McDaniel, director of a domestic worker agency, and his partner Mrs Britt Quinn.

Declared Mr McDaniel when SOWETAN visited the agency: "I believe that these workers must get job satisfaction."

The agency works something like this: A domestic will report to the agency a job. After she is screened, she will be put on 16 hours of training. This is spread over a number of days, depending on the training and experience of the applicant.



COOK TALK: Mrs Sue Tshoke, an instructor at the agency, takes a class through their paces preparing a recipe.

SATISFACTION: From Mr Mel McDaniel.

During training the applicant will receive notes to help her in her studies which include how to prepare recipes, how to lay a table, telephone manners and what to do in an emergency when, perhaps, a fire breaks out. This training, which includes a practical working environment in the agency's training centre, also uses audio visual aids.

The training, according to Mr McDaniel, helps the prospective employer and employee in that the two are normally well-matched. "We don't believe in putting square pegs in round holes," said Mr McDaniel.

This, Mr McDaniel went on, will be after the prospective employer had contacted the agency for the kind of worker he or she requires. Then after a week in employment the agency will check on the domestic's progress. If the domestic satisfies both employer and agency she is issued with a certificate telling of her ability and training.

Mr McDaniel points out: "Let it be noted that we don't charge the domestic for our services. It is the employer who pays us a minimum of a R40 agency fee".

He also revealed that he does not accept anything less than R80 a month in wages for the domestics, "because from my research that is the approximate baseline, and I try at all costs to cut out the exploitation of domestics."

A lot of planning and thought went into the establishment of the agency. Fifteen months of research went into the project. "65% of my research into households I called showed that domestics didn't enjoy rights like time-off."

This then explains why the agency will insist that the domestic will have a weekend off a least once a month. Aslo, the agency forbids that domestics are engaged in work like washing cars or doing gardening for their employers.

Mr McDaniel also revealed that he was working with a leading assurance company on the question of the domestic's pension: "At the moment nothing is final. You can say the scheme is still at the drawing-board stage."

The agency, which according to Mr McDaniel also has the blessing of some high-placed officials in the Department of Co-operation and Development, is also working on the establishment of a welfare office to look after the interests of the domestics.

DOMESTICS' CONDITIONS

Bill of rights

FM 28/8/81

There has always been a common law duty to provide safe working conditions for domestic workers. Now the Machinery and Occupational Safety (MOS) Bill tabled in Parliament earlier this month, could make protection statutory.

The framework for health and safety provided by the old Factories, Building and Machinery Act only covered working conditions in factories. The MOS Bill extends many of the safety provisions to include domestics. An employer will be required to report any serious accident in the home to either an inspector of manpower, a member of the SAP, or to a local authority.

According to Halton Cheadle, assistant director of the Wits Centre for Applied Legal Studies: "A serious accident includes a fatal accident, one likely to cause fatality, or an accident involving the whole or partial loss of a limb. An accident where an employee is not able to work for longer than 14 days is also in this category."

Consideration is also given to the conditions of pregnant domestic workers, who may no longer be employed four weeks prior to the expected date of confinement or eight weeks afterwards.

The Bill specifies that an employer's duty is to ensure so far as is reasonably practical the health, safety and welfare at work of all employees. Says Cheadle: "In a private household this probably refers to conditions where electricity or gas are being used. If an employer is aware that an appliance is dangerous and does not repair it before the employee uses it, this could constitute a breach of duty."

A victimisation provision protects workers (including domestics) against dismissal for revealing dangerous working conditions to an inspector, a local authority or a member of the SAP. Dismissal of a worker for these reasons is now illegal. In addition, authorities have been granted rights of entry for the purposes of inspection.

Domestics welcome Wiehahn proposals

Mercury Reporter

THE NATAL organiser for the Domestic Workers and Employers Project (DWEP) Mrs Audrey Cobden, said yesterday she 'welcomed the Wiehahn Commission proposals' which were tabled in its fifth report in Parliament on Tuesday extending labour rights to farm workers and domestic servants.

The Government has decided to consult all parties concerned before accepting the proposal.

Mrs Cobden said DWEP had been recommending the extension of these rights since 1977, and had suggested that domestic and farm workers should fall under the ambit of the Wages, Industrial Conciliation, Unemployment Insurance and Workmen's Compensation Act.

'I hope it will not take as long for legislation to be executed as it has taken for DWEP's recommendations to be noted,' she said.

Donna's plan eases lot of ageing domestic workers

EvPost 5/9/8 294

By NOREEN SUTCLIFFE

HAVE you made provision for a pension scheme for your domestic worker?

Donna Wurzel, the dynamic former presenter of the SATV programme, *Woman Today*, who was in Port Elizabeth as one of the Evening Post Spring Queen judges, told me how she became acutely aware of the plight of domestic workers when the dark years of retirement loom while she was researching for her feature.

Her interest led to her establishing a domestic pension fund.

Three years of research went into the project before it was launched and the pension scheme is now registered with the Registrar of Pensions. It has also received the full approval of the Commissioner for Inland Revenue.

The facts that emerged as Miss Wurzel worked on her TV programme made her realise the full extent of the problems facing domestic workers nearing the age when they would be too old to work.

She came across the case of an old man of 70 who had been working for the same employer for 37 years and earning, at the end, R40 a month.

When he felt he was too old to carry on working he asked his "madam" if he could go back to his home and if he would get some sort of a pension.

"She told him that there was no pension for him, and that he must have known he would eventually have to return home and should have saved enough money to get him back to his homeland.

"I wonder how this employer expected him to save for his future on R40 a month?

"This is the sort of sad case which spurred me to investigate the possibility of establishing some sort of pension fund for our domestic workers," said Miss Wurzel.

She said she also delved deeply into the life style and circumstances of domestic workers, and found there was a complete lack of understanding or communication between employers and employees.

"I have been told, for instance, that the maid is rude because she doesn't say good morning when the madam walks into the kitchen.

"Many white women obviously don't realise that according to the African tradition the person regarded as the lesser individual speaks only when spoken to.

"That is just one example of the misunderstandings that arise because employers don't take the trouble to find out more about the ways and beliefs of their workers.

"The sad thing is that after years of faithful service, many people are not prepared to do anything for ageing domestic

DONNA WURZEL
... long research

workers.

"Yet they are the people who for years have played an important part in caring for and helping to bring up our children and looking after the expensive possessions in our homes.

"In the end they are often cast out without a thought — the forgotten ones who face a bleak old age with no income.

"The pension scheme, which is now operating with offices in Johannesburg, Cape Town and Durban, has met with tremendous response from leaders of the various communities," said Miss Wurzel.

Employers can buy their domestic worker full pension cover for as little as R10 a month.

The plan includes a R2 500 cash benefit payable immediately if the worker is permanently disabled through accident or illness. This money is paid into her pension fund account and monthly pension payments commence immediately.

There is also a benefit, plus a pension payable in cash to her nominated dependant if the worker should die before retirement. The R2 500 cash payment in such cases should dispel all immediate anxieties on the part of relatives in such matters ast meeting funeral expenses.

The employee enjoys the full cover of the fund from the moment she is enrolled as a member. And to become a member she does not need to ber medically examined.

The domestic worker can join the scheme any time up to the age of 60, but the monthly contribution obviously rises with age to ensure a reasonable pension.

A typical case would be contributions of R10 a month for 25 years. This would enable the worker to retire on a pension of R165 a month, based on current rates.

If the domestic leaves one employer before retirement age she can take her contribution book with her so that the next employer can carry on with the scheme

"If the next employer refuses to pay the contribution, the domestic worker can contact the office concerned, and the matter will be investigated," she said.

Miss Wurzel said many of the workers were simple people who believed that there was a pot of gold at the end of the rainbow, and that their "madams" will look after them in their old age. Most of the time it just didn't happen. "We must consider the pride of the people involved. Now, with a pension fund, they will be able to hold their heads up in their old age."

Miss Wurzel said there were an estimated million domestic workers in this country. Many like Miss Wurzel who were single parents and working women were totally dependent on their domestic workers.

"It is no exaggeration to say that much of our social structure is built around them, yet little is done to protect them in their old age.

"Letters have already come in from all quarters, simple 'thank you' letters, messages which have made me realise that this scheme is worth every minute of my struggle to get this band of people recognised," said Miss Wurzel.

● A pamphlet on the scheme has already been issued in both English and Afrikaans. Pamphlets in all African languages will soon be available to put the scheme across to the workers.

Domestics' fund is well received

T 8/9/87 294

Staff Reporter

THE Domestic Pension Fund, a retirement fund that caters for domestic workers, has been received positively by many employers, according to a former top TV presenter, Donna Wurzel.

In an interview yesterday, Ms Wurzel said the one-month-old fund, which has been registered by the Registrar of Pensions, had already attracted countless calls, mostly from interested employers.

The provision of pension benefits was the responsibility of employers, especially in a sector where the average wage was very low. The response of employers had been very encouraging.

This showed that the previous apathy of "madams" towards their maids was largely due to misunderstanding and not because of ill-will towards the workers, she said.

Mrs Maggie Oewies, chairlady of the Domestic Workers' Association.

Donna Wurzel, former presenter of Woman Today.

The Domestic Pension Fund, of which Ms Wurzel is a trustee, has branches in Johannesburg, Durban and Cape Town. She works full-time in promoting the fund.

Domestic workers were among the most insecure and unstable sections of the labour force and a fund which served to alleviate their position was overdue, she said.

Because their rights and working conditions were not guaranteed by labour laws, domestic workers were easily exploited. The government should recognise the status of domestic work and regulate the profession, she added.

Working hours should be fixed and working conditions specified by the authorities to make domestic workers less vulnerable to exploitation.

"It is interesting to see that newly-independent countries pass legislation regulating domestic work," she said.

Ms Wurzel said her interest in domestic workers began when she prepared a report on domestic servants for Radio Today four years ago.

Her interest was renewed while producing the controversial documentary on domestic workers entitled "Maids and Madams".

Ms Wurzel resigned from the SABC in August last year after the corporation refused to broadcast the programme.

"I realized the position of domestic workers was unsatisfactory and could be improved. I was shocked by the attitudes of both "madams" and maids towards their respective roles," Ms Wurzel said.

Attitudes towards domestic workers were conditioned by the colonial experience. Because of this, "madams" tended to view domestic workers as non-persons, she said.

Ms Wurzel said the aim of the Domestic Pension Fund was to highlight the fact that employers and domestic workers were mutually dependent.

● Ms Wurzel will be speaking on the rights and responsibilities of domestic workers at the University of the Western Cape in Bellville at 12 50pm today. She will also address a Domestic Workers Association meeting at the Methodist Church, corner of Burg and Longmarket streets, at 8pm.

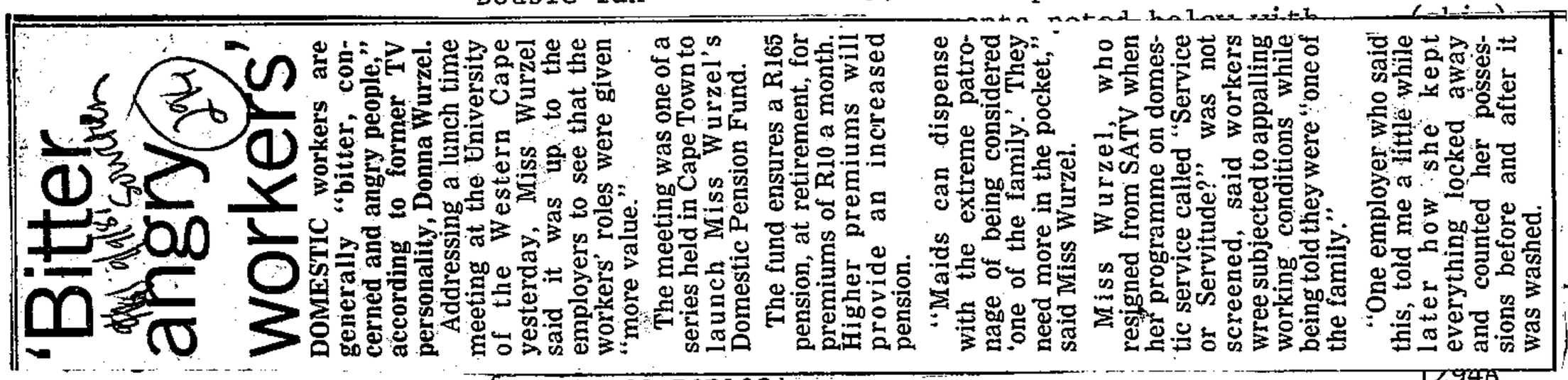
UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source	s.1 'gross income' definition paras. (gA),(k),(n); s.9, s.10(1)(w),s.22A(2),s.24A(3)	Chapter 7	-	10.4 10.6 T.1523
		Double Tax	s.108 and peruse double tax	Chapter 27	Summarised table on D.T.A.	



'Bitter, angry' workers

DOMESTIC workers are generally "bitter, concerned and angry people," according to former TV personality, Donna Wurzel.

Addressing a lunch time meeting at the University of the Western Cape yesterday, Miss Wurzel said it was up to the employers to see that the workers' roles were given "more value."

The meeting was one of a series held in Cape Town to launch Miss Wurzel's Domestic Pension Fund.

The fund ensures a R165 pension, at retirement, for premiums of R10 a month. Higher premiums will provide an increased pension.

"Maids can dispense with the extreme patronage of being considered 'one of the family.' They need more in the pocket," said Miss Wurzel.

Miss Wurzel, who resigned from SATV when her programme on domestic service called "Service or Servitude?" was not screened, said workers were subjected to appalling working conditions while being told they were "one of the family."

"One employer who said this, told me a little while later how she kept everything locked away and counted her possessions before and after it was washed.

			foreign companies)	1294A	Handout on s.50(d)	8.10 8.11 8.12
24 August	19	Tax Planning Foreign Companies/ Foreign Transactions - S.W.A. Income - Walvis Bay Residents - N.R.S.T. - N.R.T.I. - Foreign Exchange - U.K. Imputation System	S.1 definition of 'South African Company' 'Republic','territory'; definition of 'permanent establishment' in various DTA's ; ss.28bis,37A,30,31,24B.	1294A,864A,193, 1637, Chapters 25,25A, 548J - K, 847B.	Handout on U.K. Imputation System	T.1423 T.1430 8.9

Wheat, milk rises slammed

Staff Reporter

A PROBABLE rise in the price of milk and wheat from the beginning of next month was slammed yesterday by the chairman of the Domestic Workers Association, Ms Maggie Oewies.

"Many workers are living under the breadline already. They cannot afford any more price rises in basic foodstuffs like milk and mielie-meal," Ms Oewies said.

The price of wheat will rise by 11,8 percent from October 1 at the start of the new wheat season. This means that the price of flour and meal will also rise.

The milk price is expected to go up by between three to four cents a litre pending a decision by the Marketing Council. The council is at present considering an application by the milk committee of the South African Agricultural Union for a milk price rise.

Ms Oewies said meal and milk were the staple foods of workers earning very low wages. Wages had not kept up with the rise in bread and milk prices earlier this year.

Domestic workers, because of their low earnings, were already struggling to survive, Ms Oewies said.

"They cannot afford to buy milk regularly at the current price. If the price goes up, they won't be able to afford it at all," she said.

"Workers rely on milk to provide them with nourishment because their diet consist mainly of carbohydrates. They simply cannot afford to pay more for milk," she said.

The Domestic Workers Association would protest strongly to the Minister of Agriculture if the price of milk did rise, Ms Oewies said.

Great interest shown in Donna's domestic workers pension plan

Ev Post 12/2/81 ~~300~~ 294

THE pension scheme for domestic workers initiated by former television personality Donna Wurzel has created tremendous interest among housewives throughout the Eastern Cape.

Women, concerned about the future of their employees, telephoned Weekend Post after the interview with Miss Wurzel, published last week, highlighted the plight of domestic workers when age and illness made it impossible for them to continue working.

Many people have also written to Weekend Post saying they are interested in arranging for their domestic workers to benefit from the pension scheme, and scores of others have telephoned asking for more information.

At the moment there is no office handling the scheme in Port Elizabeth, but more information can be obtained by writing to Donna Wurzel, PO Box 5319, Johannesburg 2000.

When told of the wide interest in Port Elizabeth, Miss Wurzel, who is on a visit to Cape Town at the moment, said that if people wanted more information she would gladly supply it. She was delighted to learn that so many people in the area were concerned about the future of their domestic workers.

She will be back in her office in Johannesburg some time next week. Those wishing to discuss the matter with her can reach her at Johannesburg ☎ 37-5958, ☎37-5967 or ☎37-5977 during business hours.

'The dignity of a pension'

DD 16/9/81 294

Under the Domestic Pension Fund launched last month by television personality Donna Wurzel, cover for domestic employees up to the age of 60 can be bought from R10 a month.

A R2 500 cash benefit is payable immediately if the employee is permanently disabled through accident or illness — the money is paid into a pension fund account and monthly pension payments begin.

This benefit plus pension remains payable in cash to the employee's nominated dependants if the employee dies before retirement. And the R2 500 in cash will help meet funeral expenses.

For more details of the scheme, write to The Domestic Pension Fund, PO Box 2665 Durban, or telephone ☎ 377257/8.

SPEAKING to Sue Gordon, who's in Durban to promote the new Domestic Pension Fund, you get the feeling that selling South Africans on the importance of putting their domestic workers on pension schemes is something like selling a mole on the importance of investing in a spade, or a pigeon in a parachute.

'Too many people just don't see the point of it!' Sue smiles wryly. 'But then, maybe they just haven't thought about it. For years I didn't.'

Today she lives alone in a flat, with a single domestic helping out once a week; but there was a time when she and her late husband employed a half-dozen domestics to run a large home.

'Pensions are fundamental to a person's dignity.'

Shame

'I'm filled with shame and regrets when I look back. For instance, it just didn't occur to me to give them a full day off a week. It's terrible to think of people not having even one day when they can lie in. And it would have been so easy to arrange.'

Enlightenment came when Audrey Cobden began the pilot project for the Domestic Worker's Employment Project in Johannesburg.

'I'd been a teacher and a school principle for some time, and after a short break I decided I wanted to try a different field. I like challenges, and I'd always been interested in the problems in racial South Africa.'

Sue's concern was with building a better South Africa by improving the relations between races, and a spell with Race Relations showed her the difficulty of bringing the races together.

'DWEP seemed just the thing, operating in the suburbs where blacks and whites worked naturally together.'

Fundamental

Now she has left DWEP to pursue one of the major issues that arose from her work with that organisation — the implementation of a much-needed pension scheme.

'Pensions are fundamental to a person's dignity. And without that, you're relegated to the status of a disposable object in an age of disposable objects.'

The time has passed when children can accommodate their aging parents in an extra hut back at the kraal: 'And I'm very scared of old age homes — so often they're just a dumping ground. I believe old people should have the means to support themselves but live as part of the community.'

One of the major misconceptions of employers with which Sue has to deal concerns conditions in the homelands.

'The word conjures up pictures of lambs frolicking in green pastures, but that's not so. It's difficult for a domestic worker who's spent many years in town to re-adjust to rural life, and it can be a very hard life. One of my ex-domestics visited me the other day, and over our boiled egg breakfast she told me one egg in her homeland costs 10 cents. Things are generally more expensive, because them have to be transported over long distances.'

Long service

But Sue and the Domestic Pension Fund have also to battle with the misconceptions of the domestic workers themselves.

'Too often older workers tell me how unhappy they are, yet they insist they can't leave their jobs because they've been with the same employer for 15 or 20 years and believe their "long service" is coming up. This is a myth among workers, quite unsubstantiated by anything their employers have said.

'When they leave and get nothing, they are devastated — not just because of the financial implications, but because of the feeling of being rejected as a person.'

One woman told Sue that after many years she'd been thrown out "like a dog". Sue rang her employer for a reason for her dismissal, only to be told "she's been cheeky recently."

But every now and then, Sue comes across one case that helps take away the nasty taste of the others. Recently she received a call from an elderly woman who wanted to start her aging domestic's pension fund with R7 000.

'I found her in a cramped bedsit on the edge of Hillbrow. But her Lizzy had been with her for 30 years, and the two had looked after each other through hard times, and she wanted to leave her well provided for.'

Skills

Even more heartening is the change Sue perceives in the attitude of many domestic workers, and which she attributes to DWEP's influence.

'DWEP encourages them to develop skills and use their initiative, to make themselves valuable to their employers so they can ask for better deals and perhaps participation in pension schemes. And now they are no longer ashamed of their work — they are finding a new self-respect.'

This is, she hopes, just the beginning of a move to better race relations: something on which future generations can build.

And Sue is already laying her own personal foundation stones — on Thursday, she tells you as she stands to go, she will be taking two of her three grandchildren to the annual DWEP church service in Johannesburg....

Glynis Horning

⊙ Sue Gordon will address a meeting on the Domestic Pension Fund today at noon at the Pietermaritzburg Institute of Race Relations.

Tucsa Congress

Reports by
PHILLIP VAN NIEKERK
Industrial reporter

Domestics' work plight highlighted

PD 16/9/87 (4) (294)

EAST LONDON — Farm and domestic workers, who most desperately needed the benefits of trade union protection, were the most difficult to unionise, Mr Solly Ariefdien, of the National Union of Commercial, Catering and Allied Workers' told the Tucsa annual conference here yesterday.

Proposing a motion for the conference to take note of the hardships suffered by farm workers and the conditions of service of domestic workers, Mr Ariefdien said these categories of workers were not covered by any industrial legislation nor — except for a few domestic workers — were they organised into any form of trade union.

He said the most important condition of their employment was their isolation — from alternative forms of employment and each other.

"Most domestics in South Africa are black women and because they are unskilled for other work, they are trapped.

"Many domestics work for more than 44 hours a week for their small earnings and get no paid holidays or other benefits, all in a time of economic boom and prosperity."

Mr Ariefdien said that in the case of farm workers it was not just the nature of the job which led to the isolation of workers from each other; employers and the government had taken deliberate steps to create this situation.

"We know that in the Free State, for instance, agreements between farmers' associations and district authorities meant that the only way a farm labourer could change his job was to return to his homeland — where there are no jobs — for six months in order to qualify for a mining contract."

He said few farm workers received more than R50 a month. He said the facts and figures pointed to the need for the organisation of workers in these two sectors of the economy. The resolution was unanimously adopted by the conference

Call for trade union rights for domestic farm workers

EV Post 16/9/81

135 294

By SANDRA SMITH

EAST LONDON — The Trade Union Council of South Africa (Tucsa) has called on the Government to extend trade union rights to domestic and farm workers.

A motion submitted by the National Union of Commercial Catering and Allied Workers on "the hardship suffered by farm workers, and the conditions of service of domestic workers", was discussed at the 27th annual conference of Tucsa here yesterday.

Delegates said it was only through trade unions that the working and living conditions of these two categories of workers could be improved and urged the Government to amend the Labour Relations Act to extend trade union rights to them.

It was suggested that they also be included in the application of the Wage Act.

Speaking on the motion, Tucsa's general secretary, Mr Arthur Grobbelaar, said the Government had, in response to similar recommendations in Section 5 of the Wiehahn Commission, decided to confer with all interested parties before taking a decision on the issue.

"Tactics of intimidation" by unions to force workers to become members or go on strike were condemned.

A deputy vice-president of Tucsa, Mr L C M Scheepers, said members of Tucsa unions, in East London in particular, had been subject to intimidation.

He said intimidation took place to gain political power, not union power.

The general secretary of the National Union of Distributive Workers, Miss Dulcie Hartwell, said some Tucsa unions had been involved in intimidation "not so long ago".

Tucsa also adopted a resolution calling for an investigation into the industrial council system and asked that "the implications" of agreements between individual unions and employers be investigated.

The secretary of the South African Boilermakers, Iron and Steelworkers Society, Mr Ike van der Watt, asked delegates to "look objectively at the labour relations structure" within which they operated.

He said most workers were not covered by an industrial council agreement. Some unions dealt with three or four industrial councils at the same time and therefore it was essential that the whole structure of collective bargaining constantly be under review.

© See Page 4

Rail price hikes an upset for black leaders

Ev Post 17/2/81

By MOKONE MOLETE

COMMUNITY leaders today reacted angrily to the 10% increase in train fares announced in Parliament yesterday by the Minister of Transport, Mr Hendrik Schoeman.

The chairman of the Domestic Workers and Salesladies Association (Dwasa), Mrs Momfanelo Suka, said it was unfair that domestic workers, who received the lowest pay and were not protected by law, would have to carry the burden of the increases.

"These workers, who receive sometimes as little as R45 a month, are now going to be faced with more price increases. And this follows the increase in the price of bread. They must get a subsidy on their fares," she said.

The chairman of the Indian Management Committee, Mr R Bhana, said the increases were "most unfair" to lower income-groups, who depended on trains for transport.

"Instead of pushing up fares, train services should be subsidised. The increases can be blamed only on poor administration on the part of the railway authorities," he said.

The leader of the Labour Party, the Rev Allan Hendrikse, said it was to be regretted that blacks, who formed the bulk of all train commuters, had to be affected by inflation, which was a "direct result of the Government's policy of separation".

In Johannesburg, the South African Federated Chamber of Industries said it supported the general principle that the SAR should charge economic tariffs for its services, but where uneconomic services had to be provided in the interests of the country as a whole, the burden should be carried by the community at large rather than transport services alone.

"The Chamber advocates that the railways should plan its tariff adjustments with greater regard to the business cycle," the SAFC said.

"This would mean that increases in rail rates are not synchronised with declines in the economy," the statement said.

Assocom believed that where the railways were expected to provide socio-economic services at a loss, the cost should be borne by the taxpayer, not by other users.

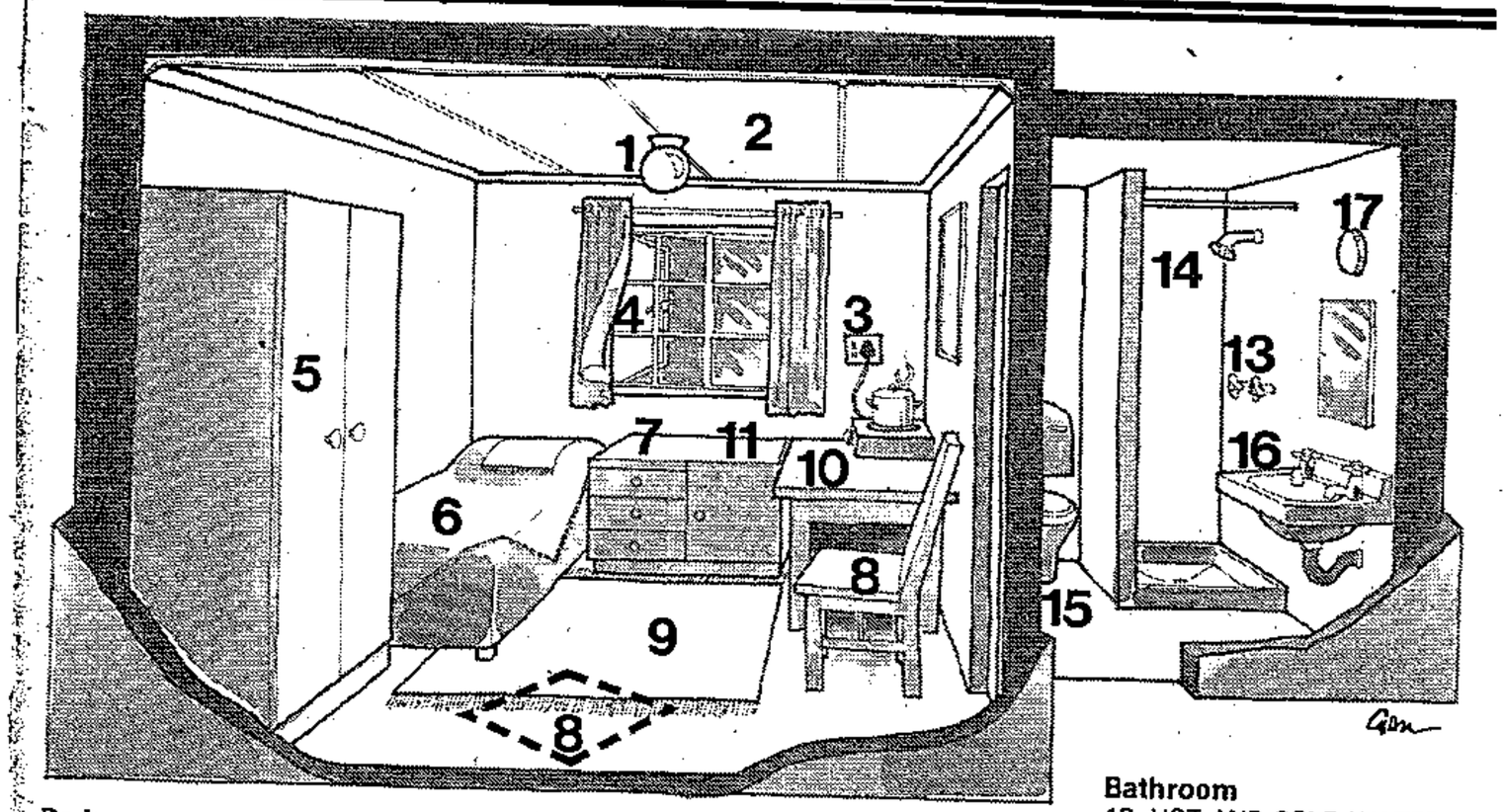
The association welcomed the emphasis on training employees, irrespective of colour.

The Afrikaanse Handelsinstituut also welcomed the absence of general tariff increases.

The institute welcomed the R3,6-million surplus envisaged by the Minister for 1981-82 and hoped that it would be used against future cost increases and possible tariff increases.

— Sapa

'The fight to make room for domestics



Bedroom
1. ELECTRIC LIGHT
2. CEILING
3. ELECTRIC PLUG
4. WINDOW WITH CURTAINS
5. CUPBOARD
6. BED
7. STORAGE UNIT
8. TABLE AND 2 CHAIRS
9. CARPET
10. COOKING FACILITY
11. FOOD STORAGE UNIT

Bathroom
13. HOT AND COLD WATER
14. BATH OR SHOWER
15. TOILET
16. WASH BASIN
17. ELECTRIC LIGHT

DOMESTIC BLISS? Not yet, but if city councillor Mrs Janet Levine gets her way, this is the standard acommodation employers will have to give domestic servants

Graphic: GAIL IRWIN

By ANNE SACKS

MRS Janet Levine, councillor for Norwood, is making headway in her campaign for the statutory provision of heating and lighting in Johannesburg servants' quarters.

If the Johannesburg City Council passes such by-laws, it would be the first South African municipality to introduce measures specifically to upgrade the living standards of the country's huge domestic workforce.

Such a move, Mrs Levine said yesterday, would go "only some of the way to make up the basic inhumanity that white Johannesburg shows to black domestic workers".

Three years ago, the council unanimously passed Mrs Levine's proposal that the management committee look into ways of introducing legislation requiring these provisions for domestic worker dwellings.

The issue lay dormant until earlier this year when the Rand Daily Mail highlighted appalling worker accommodation in Johannesburg flat buildings.

Following the Mail's report, Mrs Levine asked the council's town planning committee to investigate the legal aspects of her proposal.

Breakthrough

This week, the town planning committee recommended such legislation be introduced.

Mrs Levine hailed their decision which "would be a breakthrough not only for domestic workers but all workers who live in white suburbs".

Now she has written to Johannesburg's Town Clerk asking him to investigate ways of bringing her proposal before the council for debate.

She condemns existing regulations for workers' quarters as "even worse in terms of their disregard for basic human needs than one believed the situation to be".

These regulations — concerning building by-laws — do not relate particularly to quarters for domestic workers, and Mrs Levine believes neither the council nor the West Rand Administration Board are familiar with the terms of these regulations.

"I don't believe inspectors are au fait with the regulations because appalling conditions, especially in flats, still exist.

"This shows total neglect on the part of the authorities to ensure the adequacy of living quarters for domestic workers."

Urgent

She also called on the council to provide a new deal for council workers housed in what she called "the crude and archaic" city and Soweto hostels.

"The council, in the light of its new attitude to municipal worker accommodation after last year's strike, should regard the provision of modern accommodation for migrant workers as an urgent priority."

These are the standards Mrs Levine wants to see laid down for a domestic worker's room:

- It should be big enough to hold a bed, a fair-sized wardrobe, a table and two chairs, and a storage unit such as a chest of drawers;
- An electric light, at least one electric plug for a kettle or heater, and a fair-sized window with curtains;
- The room should have a ceiling, and a cement floor should be covered and carpeted;
- Ablution facilities such as a bath or shower, toilet and basin should also be provided nearby.

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Train fares hit the poorly-paid

Argus 18/9/8 294

WIDESPREAD concern was expressed today at the increase in train fares, especially as it affected casual workers and students, who now have to pay up to 64 percent more for one-day return trips.

The big concern is that return tickets — representing a discount of up to 64 percent on single fares — are to be abolished on commuter trains from October 1.

The train users worst affected will be casual workers, chars, gardeners, cleaners, one-day shoppers and students.

Miss Maggie Oewies, chairman of the Domestic Workers' Union, said today that the abolition of return tickets and the new high fares came as a shock to everyone.

'The people haven't got the money to pay the increased fares and with the increase in about everything else I can't see how working class people can exist,' she said.

Miss Oewies said domestic workers would be especially badly affected because the nature of their work meant they would have to make many return trips in one week.

WORST VICTIMS

She said every time prices were increased the worst victims were the casual workers.

The warden of Cafda family care organisation, Mr D Fitmum, said the increases would place a heavy burden on the already limited recreational outlets people have on the Cape Flats.

Sport and recreational facilities would be severely affected because people would be unable to afford to travel out of their areas.

The chairman of the Westridge and Portland's Residents' Association, Mr Chris Stevens, said the new fares would go a long way towards a Government dream that there is everything in Mitchell's Plain for the people.

He said it would not mean that there is everything. 'It will simply mean that people already living in abject poverty will not be able to afford to go out,' he said.

(See Page 9.)

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You're all VIPS, Tutu tells domestic workers

RDM 18/9/87 294

Bishop Desmond Tutu told domestic workers yesterday: "Every one of you is a VIP" — and said that without their help many white professional people would not be able to function.

STAFF REPORTER

Bishop Tutu, general secretary of the SA C ouncil of Churches, was delivering his annual sermon to more than 1 000 domestic workers and employers at a service in the Roman Catholic Cathedral of Chrsit the King in Johannesburg.

He said without domestic servants many white employers, including doctors, nurses, teachers, and lawyers, would not be able to cope.

"They are able to go to work because they know there is someone who will look after the house when they are away. If you were not around it would be impossible for many employers to make it.

Despised

"Every one of you is a VIP. When you wake up in the morning you should stand in front o the mirror and say: 'I am a VIP. You may be despised by many people, but you make a consider able contribution to the Soutl African economy."

He said domestic worker should not be despised.

Most domestics would like to live with their families but were forced to live separately.

"I would not like my child to be a domestic worker, because on the whole domestic servants are paid very low wages. You are not protected by the law. When you reach retirement age you have no pension.

"But we should thank those who have started the pension fund scheme for domestics. I hope that the Domestic Workers and Employers charter, setting out conditions for employers and employees, will be acceptable."

Whinney contend that the calculation of t should be based on the net income shown i financial statements of the subsidiaries. that this is the best treatment of the mi

4.8.3 Unconsolidated Subsidiaries

A parent company and its unconsolidated subsidiary may be viewed as a single entity for financing purposes. For this reason, I feel the entire amount of profit resulting from inter-company financing should be eliminated, and therefore not be eligible for capitalisation, when reports are drawn up in conformity with the Companies Act of 1973, or when the subsidiary is accounted for on the equity method.

4.8.4 Associated Companies

When accounting for associate companies on the Cost Method, there is no problem because the investor company only recognizes profits as they accrue in the form of dividends.

Killarney block slaps 6pm curfew on domestics

ROM N 19/9/87

294

By CHERYL VAN EYSSEN

A CURFEW imposed on domestics at a block of flats in the wealthy Johannesburg suburb of Killarney has made them react with hot displeasure.

"We're neither nuns nor prostitutes. We want our men with us," irate domestics said yesterday.

Last week the superintendent at Bolton Hall, Fourth Avenue, Killarney, Mrs Edna Mann, orderd that no-one was allowed to visit the domestics, who live in quarters on top of the flats, after 6pm.

Many of the women working in the flats now feel they will have to resign, and at least 20 tenants are furious about the ringing of a daily curfew bell.

Some fear that their domestics will leave because of the curfew.

The 18 domestics — none wished to be identified — yesterday reacted angrily. One said: "We are sick and tired of having security guards knocking at our doors and searching the rooms for men."

The guards have searched their apartments every night since the curfew was imposed, they said.

Most have been working at the block for between 5 and 15 years.

"This is a quiet block of flats and there is no illegal dealing in brews," one said.

They believed the caretaker had introduced the curfew because of an isolated case of "misbehaviour" by a domestic who had since been dismissed.

"Now we are made to suffer and may not see our husbands, the fathers of our children," one disgruntled woman said.

Yesterday the caretaker, Mrs Mann, said: "It is a privately-owned block and the owner thought it best to impose the curfew."

She did not want to say anything more "as we've had enough", she said.

What employers should pay their domestic workers

Ex Post 19/9/81

294

Weekend Post Reporter

WITH wages paid to domestic workers usually coming under review towards the end of the year, the Domestic Workers' and Employers' Project has recommended the following minimum starting wages from next year:

A full-time living-in worker, relatively unskilled, should be paid R78,65 a month and one with special skills or responsibilities, like cooking or looking after small children, should get R96,80.

This is for a 44-hour week. Workers should be given three meals a day, working clothes, three weeks' leave on full pay, a yearly increment and a bonus.

The employer should also make monthly payments towards a pension.

A full-time living-out worker, relatively unskilled, should get R90,75 a month, and a skilled one R104,50 a month for an eight-hour day, 40-hour week. Breakfast, a midday meal, working clothes and transport costs should also be provided.

A daily casual worker should be paid R6,60 for an eight-hour day plus transport costs and a midday meal.

A gardener should get R7,70 a day, plus a meal and transport costs and a babysitter should be paid R1,20 an hour.

These rates apply to urban, small town and rural areas as food costs are higher away from the big centres.

A move is also afoot in Johannesburg to establish minimum standards in servants' quarters.

Mrs Janet Levine, councillor for Norwood, is seeking to make heating and lighting a statutory provision in Johannesburg.

If the Johannesburg City Council passes such a by-law it would be the first South African municipality to introduce measures specifically to upgrade the living standards of the country's domestic workforce.

The management committee decided three years ago to look into the proposal, but the matter lay dormant until a Johannesburg newspaper reported on appalling conditions in the city's servants' quarters.

This week the city's planning committee recommended legislation should be introduced to specify minimum standards.

Mrs Levine has also called on the council to provide a new deal for council workers housed in what she calls "the crude and archaic" city and Soweto hostels.

These are the standards Mrs Levine wants to see laid down for a domestic worker's room.

- It should be big enough to hold a bed, a fair-sized wardrobe, a table and two chairs, a storage unit such as a chest of drawers.
- It should have an electric light, at least one electric plug for a kettle or heater, and a fair-sized window with curtains.
- The room should have a ceiling, and a cement floor should be covered and carpeted.
- Ablution facilities such as a bath or shower, toilet and basin should also be provided nearby.

Killarney flat visiting curfew angers tenants

Star 22/9/81

294

Tenants at a Killarney, Johannesburg, block of flats are angry about a curfew imposed on visitors to their domestic servants.

Last Friday domestic servants at Bolton Hall in Fourth Avenue were told that visitors would no longer be allowed in their rooms after 6 pm.

Residents, many of whom have lived in the block for more than 10 years, and whose domestic servants have been with them for the same time, are upset about the "unfair treatment" meted out.

"How can husbands and wives, or children and parents meet each other now?" complained one.

The caretaker of Bolton Hall, Mrs Mann, would not say why the limit was imposed. "This is just the work of a few mischief-makes. Why didn't they come to me first?" she said.

So far only one resident has complained directly to the caretaker.

Bolton Hall is administered by G E Symons and Company. Approached for comment, a director of the company, who refused to be named, reacted angrily. "Since when are you the government? Do I come into your home asking questions? As they say in the classics: "Mind your own business."

DRUNKS

However, a Mr Buckham, in charge of security at Bolton Hall, said there had been "numerous incidents" of drunks trying to kick in doors to get to their girlfriends.

"In the interests of the tenants themselves, we have had to take this action. We have also had to call the police," Mr Buckham said.

"There are a number of old people in the block and they are the ones who could get hurt. Domestic servants can still have visitors before 6 pm every day and at weekends. There is also nothing stopping them from going out to visit people," he said.

SOCIAL LIFE

But a cleaner said it was still difficult to have a social life. "During the day I am working and my friends are working, so I can't see anyone in my room then."

Another resident, who has lived at Bolton Hall for more than 12 years, denied there had been "numerous" incidents. "We only had one problem about three weeks ago," he said.

"If they must have a curfew, that's fine, but surely it could be made later in the evening."

DOWN THE ROAD THERE ARE EVEN STRICTER RULES

Withdrawn — the 6pm curfew on Killarney flat workers

S. Express 27/9/81

294

THE 6pm curfew imposed on domestic workers at Bolton Hall — a block of flats in Killarney — has been withdrawn. One of the directors of the trust looking after the interests of Bolton Hall (Pty) Ltd, Mr Leonard Chimes, has publicly apologised, saying the imposition of a curfew was an "unfortunate" decision.

Mr Chimes told the Sunday Express: "We made an error for which we apologise, and we have withdrawn the curfew."

Mr Chimes said that in the past there had been untoward incidents in the building — such as drunkenness and burglaries — "about which we had to take a decision. Unfortunately it was incorrect and we have withdrawn it. The tenants didn't like it and we apologise to them as well."

The other two directors of the trust, Mr Chimes's wife, Barbara, and Mr M H L Goodman, a Johannesburg attorney, refused to comment.

Mr Goodman said he was a nominee director and could not comment on the building's day-to-day running.

Mr Trevor Baskin, a lawyer, and Mr Max Cohen are listed as shareholders, but Mr Baskin said he was not associated in any way with Bolton Hall.

"I don't even know why there's a controversy," he said.

The curfew, imposed two weeks ago, was criticised by tenants and domestic servants.

The servants threatened to resign if it was not lifted by the end of the month.

They claimed a bell was rung every evening at 6pm after which they were not allowed visitors. The women said their rooms were searched every night by security guards on the look-out for strangers.

Earlier, Mr Dennis Buchan, who told the Sunday Express he was in charge of the building's security, said he took full responsibility for the decision to impose a curfew at Bolton Hall. He said the curfew had been lifted, but doors would nevertheless be locked at 9pm every night.

Mr Buchan said reports that a bell was rung every evening were "blatant lies".

Mr Buchan said, however, that no strangers would be allowed to sleep at the building.

"It's against the law," he said. "I can understand the human problems involved, but we don't make the laws of the land. If the administration board visits the place at 3am and finds a stranger in the room, we'll be in trouble."

The Sunday Express this week established that another Killarney block of flats has even stricter rules governing its domestic servants.

Cranwell Hall, also in Fourth Avenue, Killarney, does not allow its domestics any visitors. It is administered by Citiplan Property Managements.

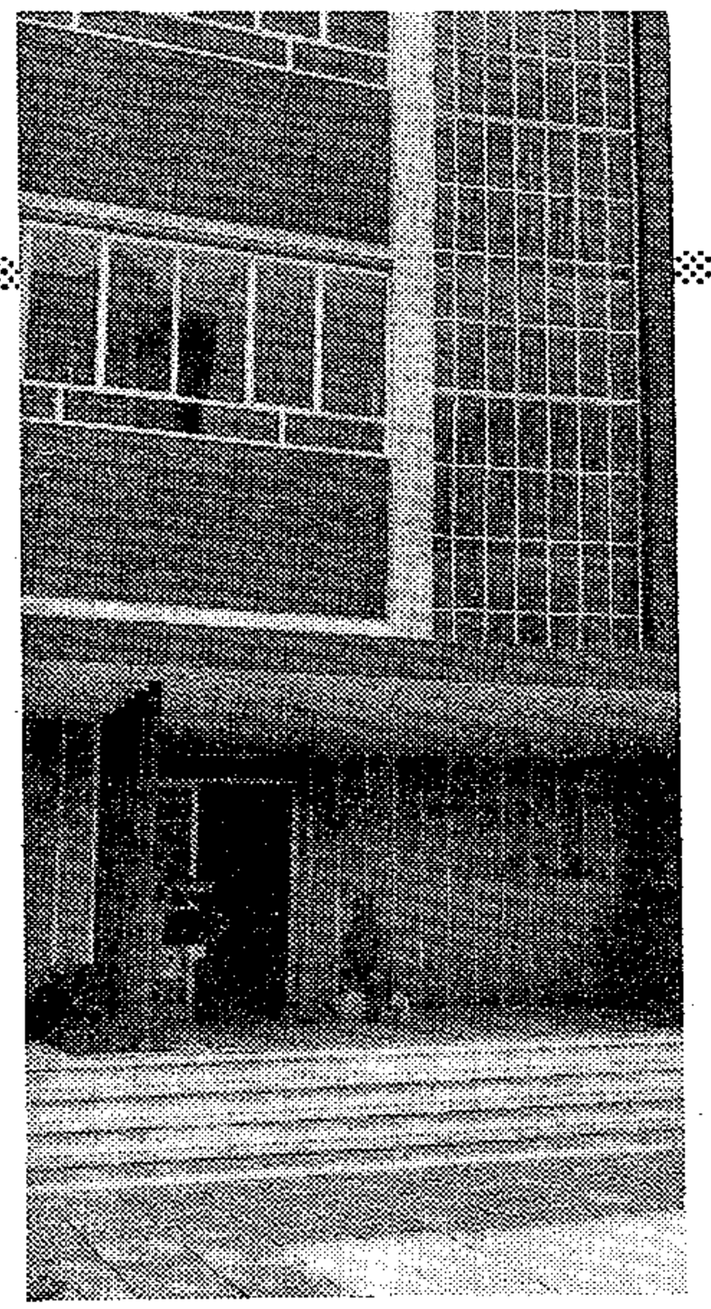
"We're not even allowed to take our children to our rooms," a domestic servant said.

"We have to see everybody in the foyer."

This was confirmed by a security guard who said only Black people on business errands were allowed into the building.

Mr Marc Wainer, an executive of Citiplan, said the decision to intensify security was taken more than a year ago after a number of burglaries and a murder were committed in the area.

"We were then faced with two choices. Either we allowed tenants to have servants or we tightened up security. We



● Killarney's Bolton Hall
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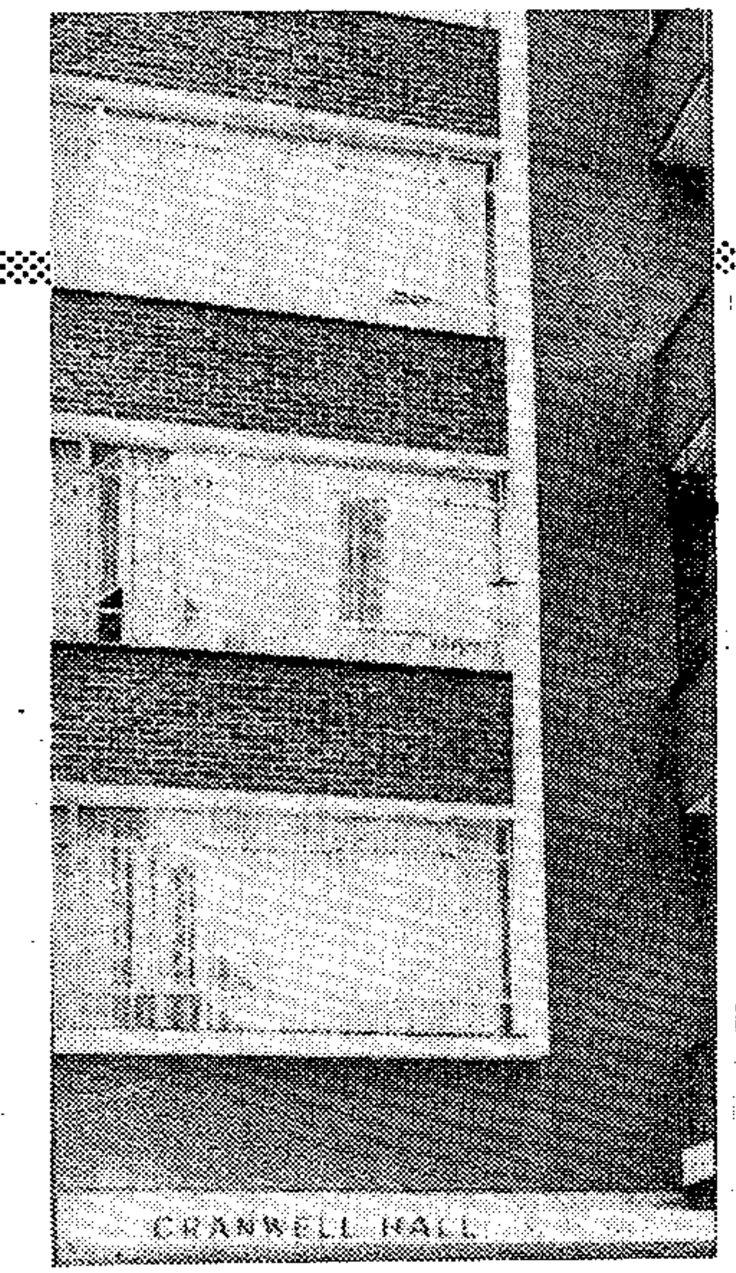


● Cranwell Hall
. . . . servants can't have visitors

Uproar over curfew

By NKOPANE MAKOBANE

A NUMBER of domestic servants at a Johannesburg block of flats who had a curfew imposed on their visitors have threatened to resign if the decision is not reversed by the end of the month.

The servants at Bolton Hall flats in Fourth Avenue, Killarney, told SOWETAN yesterday they were surprised at the unannounced directive that visitors would no longer be allowed in their rooms after 6 pm.

The curfew, say the servants, came after there had been a fight between a servant and her boyfriend. At one stage, the boyfriend had threatened to stab her and later went on to kick her employer's kitchen doors.

This was the only incident to take place, and did not warrant such drastic action as to punish the innocent.

What has upset them most is the fact that they were hardly given any notice. They are also fedup with the nightly searches conducted in their rooms.

They say the curfew is most unfair on some of them who stay with their husbands. Some of the husbands, they say, have nowhere to sleep since the curfew, because they knock off very late at night.

This curfew also means they can no longer meet relations or friends who work daytimes.

Mrs Maria Moloi said she was annoyed because the servant involved has been dismissed but they are now made to pay for the ill-doings of an outsider.

"My husband is fuming over the whole thing. He has told me to wait for my salary and if the situation has not changed at the end of the month I should leave the job.

"This feeling is not only shared by him and I know of other servants who have placed notices to this effect," she said.

Mrs X, who refused to give her name, said she has worked at the flats for over 12 years, and said this was the first time that such action had been taken.

She said to her knowledge there had never been incidents of drunkenness or robberies. In fact, she said, Bolton Hall was the quietest block of flats in the whole of Killarney.

FED UP: Mrs Rebecca Leba is tired of midnight door knocks.

Mrs Rebecca Leba who has worked at the flats for six years said although blacks are used to suffering and ill-treatment, what she could not stomach was for someone to knock at her room during the night to check if she had someone hidden.

"I cannot just understand it because there are security guards who check on people coming in at the entrance at 6 pm but it seems they are not satisfied and come to our rooms at night," she said.

Mrs Ellen Mabika, who has been with her employer for more than eight years, said she felt because they had no power to do anything about the matter their employers should take it up.

The caretaker of the flats, Mrs E Mann, when approached for a comment, said she was only an employee, could not say anything, and referred us to the agents administering Bolton Hall.

An official there, who refused his name, said: "You newspaper people like pushing your noses into private affairs. The whole thing has nothing to do with you except that you are just after sensationalism."

Miss Lolo Tabana, community worker with the Domestic Workers and Employers Project (DWEP), said the whole thing was ridiculous and tantamount to placing the servants virtually in jail.

She said whites had a bad attitude of categorising and generalising blacks for a mistake or blunder of one person as though similar and even worse elements were not existant in their communities.

She said it was unfair for

UNFAIR: Mrs Maria Moloi — 'We are made to pay for ill-doings of an outsider.'

the finger to be pointed at the servants of the flats when only one person was involved. "You cannot blame and punish all servants for the sins they have not committed."

HOME: Domestic servants in the corridor of the servant's quarters at Bolton Hall. No visitors may be in the rooms after 6 pm.

SUPER SPORT

Blacks employed in Western Cape

332. Mr. P. A. MIDDLICH asked the Minister of Co-operation and Development:

(1) (a) How many Black persons are employed in (i) agriculture, (ii) industry and (iii) domestic service in each specified magisterial district in the Western Cape and (b) how many such persons are (i) migrant workers and (ii) permanent residents in terms of section 10 (1) (a) of the Blacks (Urban Areas) Consolidation Act;

(2) what are the estimated average figures in respect of each such category for the preceding period of 10 years?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) (a)(i) to (iii) Figures are only available on a regional basis which are as follows:

Region	Agriculture	Industry	Domestic
Ashton	591	521	32
Cape Town	2 160	10 875	5 686
Ceres	1 172	696	33
Hermanus	3 620	616	313
Malmesbury	2 199	1 715	28
Paarl	420	2 673	66
Springbok	33	5	—
Stellenbosch	1 961	5 716	514
Worcester	780	84	—

(b)(i) Transkei: Figures are only availble in respect of migrant workers from the Transkei which are as follows:

Region	Agriculture	Industry	Domestic
Ashton	160	224	9
Cape Town	2 149	3 384	366
Ceres	609	365	—
Hermanus	2 854	453	187
Malmesbury	1 717	1 410	4
Paarl	210	1 037	3
Springbok	20	4	—
Stellenbosch	1 651	4 829	224
Worcester	656	64	—

(1)(b)(i) (Ciskei), (ii) and (2) Figures are not readily available as it has not as yet been computerized and will take a considerable time to obtain if still needed.

Agency for domestic workers launched

RDM 16-10-81 (294)

By STAN HLOPHE

THE first training centre/employment agency for domestic workers has been launched in Johannesburg.

The centre, Readi-Maid, offers a service to improve the quality of the domestic workers and ensures that they get better wages, working conditions and job satisfaction.

It is the brainchild of former sales representative, Mr Mel McDaniel, and Mrs B Quinn, who are the agency's directors. It works closely with the pension fund scheme for domestics launched two months ago by former television producer Donna Wurzel.

Domestics are placed in jobs, then trained for at least 16 hours. The training is usually completed in a week.

They are taught all basic household skills like safety in the home, proper security, how to cope with emergencies, cooking, correct telephone manners, electric appliances and personal hygiene.

New skills

Mr McDaniel said the training was aimed at improving domestics' existing experience and teaching them new skills. He said it would also help to pinpoint strengths or natural flairs, such as looking after children or baking.

"With this information we are able to place a domestic worker into certain working categories coinciding with her potential.

"We are aware that many domestic workers are not educated hence we communicate with them through audio-visual aids. We have instructors who communicate with them in their own ethnic language," he said.

He said they also had a pension fund scheme.

The centre recommends a minimum wage of R80 a month and a maximum workday of nine hours.

On completion of the course and after being placed in a job, each domestic worker receives a certificate of achievement.

Black domestics are a serious threat to economy Sabra told

S. Express 18/10/81 (294)

By JEAN LE MAY
Political Reporter

BLACK domestic workers were totally unproductive and "no more than sub-agents for wasting surplus White money", Professor Hercules Booysen of Unisa told the Natal regional congress of the South Africa Bureau of Racial Affairs (Sabra) in Durban yesterday.

Cheap Black labour was a serious threat to White self-determination.

Prof Booysen is a strong supporter of Sabra's "Oranjia" concept, which envisages the establishment of a Whites-only state within South Africa where Whites will do all the work and where there will be no people of other races at all.

The Voortrekkers had big families because they needed their children's labour, but the availability of cheap Black labour had led to a serious reduction in the White birth rate, he said.

"We must give Whites the right to become labourers — and protect that right.

"Too many Whites want to be academics, managers or administrators. Afrikaners are becoming nothing more than a nation of colonial overlords."

Prof Booysen also slammed the employment of Black domestic workers, saying that "thousands of Blacks who live and work in White houses are totally unproductive — they contribute nothing to the wealth of either Black or White, and are really no more than sub-agents for wasting surplus White money".

"On the other hand, their presence in great numbers in White areas creates a threat of insurgency," he said.

"Moreover, they are responsible for a way of life among Whites which places a great burden on the economy.

"They make it possible for Whites to have big houses with huge gardens in thinly-populated suburbs. And this makes it expensive to provide services for a few privileged people.

"Moreover, the widespread employment of domestic workers tarnishes our image overseas and gives Blacks a feeling of rejection which could encourage revolutionary attitudes among them."

Dr C J Jooste, director of Sabra, said that many people believed that Jews in South Africa were a good example of a community which had determined its own future.

They had established the Jewish Board of Deputies which spoke for them, they ran their own schools, synagogues and cultural affairs and had enough influence to maintain a measure of determination.

But most of them spoke English as a home language and a certain rabbi had said that the drop-out proportion was rising steeply, said Dr Jooste.

"Once they were allowed to decide for themselves who they wanted to associate with, they began choosing in increasing numbers not to remain Jewish.

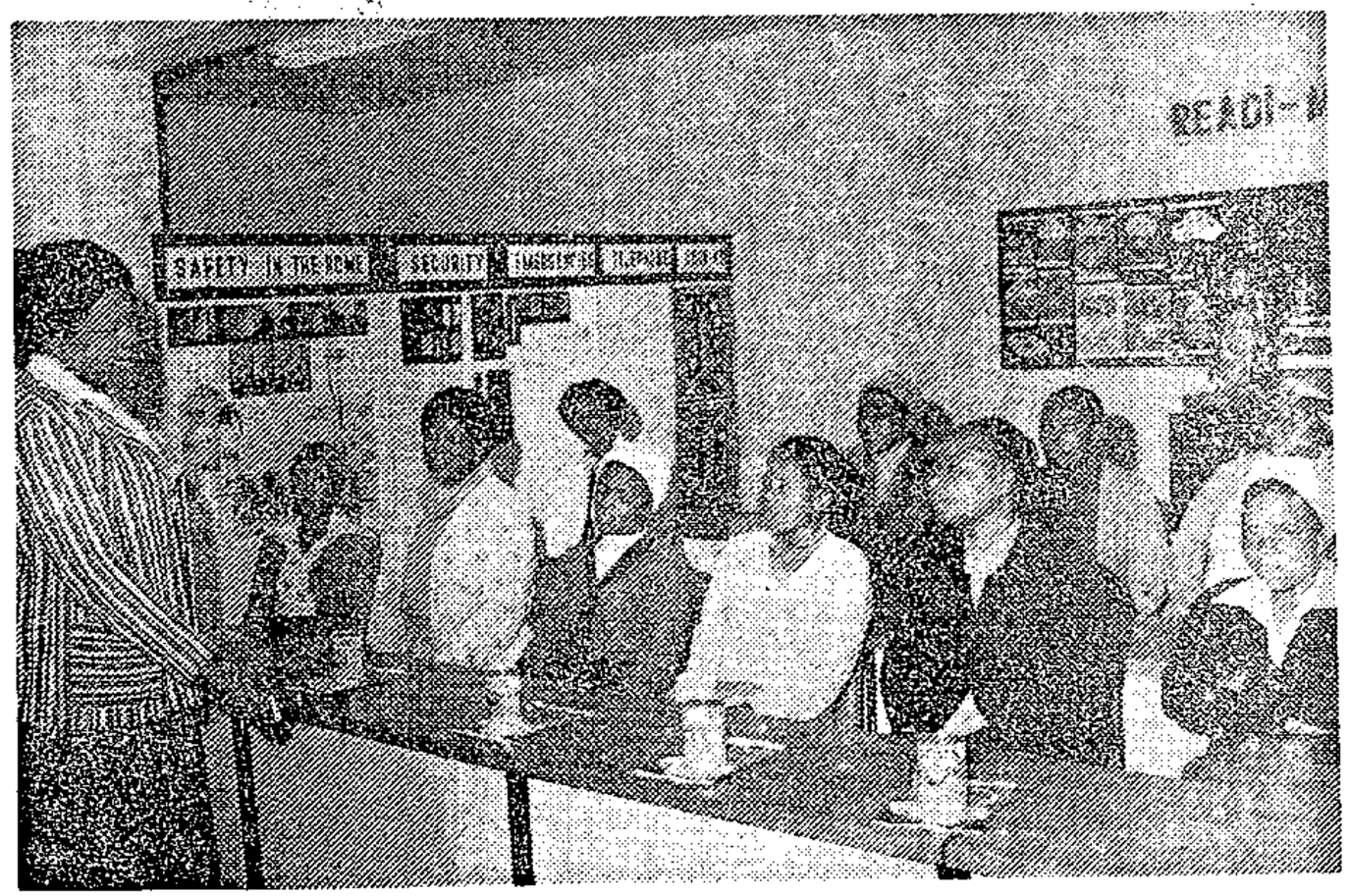
"Once the future of a nation is left to individuals, the fate of that nation is sealed.

"But the Jews survived — not because their beliefs and their determination were stronger than anyone else's, but because they never allowed their oppressors and enemies to see them as anything other than Jews.

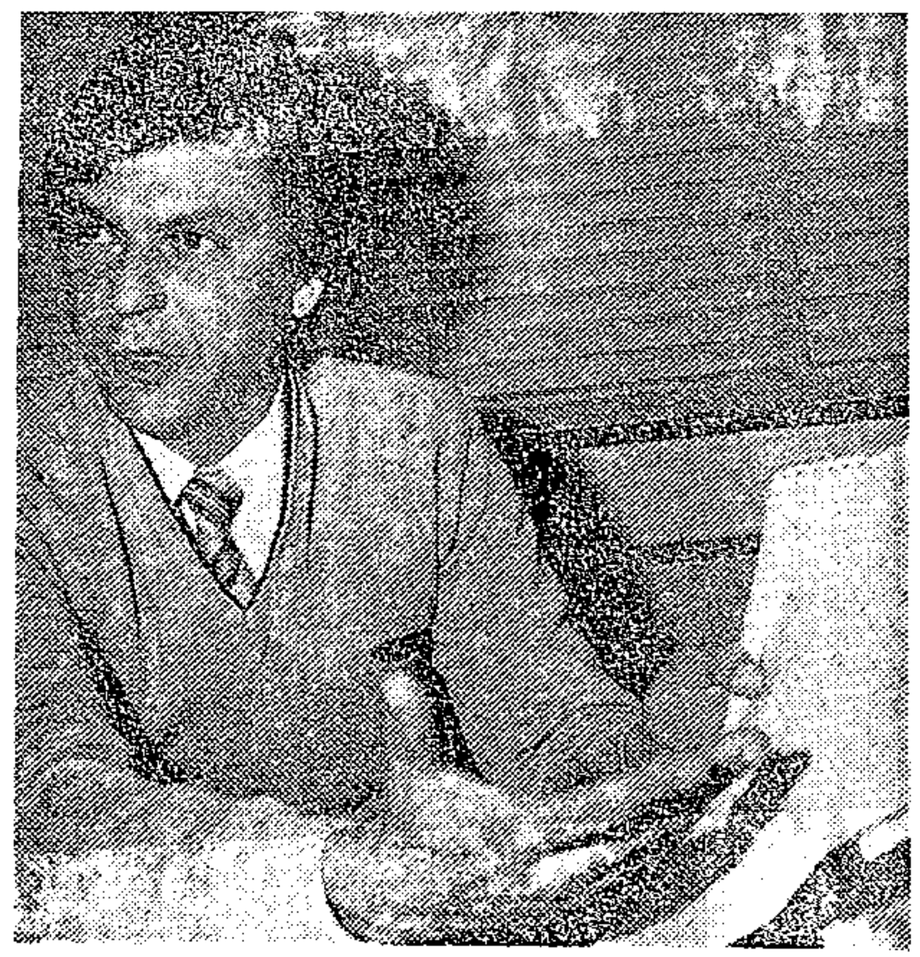
"A small minority decided to fight for a state of their own, and in that way (with the founding of Israel) achieved enough self-determination for the nation to survive."

Bridging the gap between maids and madams

Miss Olvah Mamabolo takes down particulars of domestic workers in the interview room.



Mrs Sue Tshoke, an instructor, makes a point about telephone manners.



Mr Mel MC Daniel . . . shows the form which householders must sign when they seek domestic workers.

Mr Mel MC Daniel, director of the domestic maid service, looks on as instructor Mrs Sue Tshoke educates domestic workers on the dangers of using electricity.

By Derrick Thema

An attempt is being made to close the communication gap between "madams" and domestic servants.

Too often the servant does not know what is expected of her, and employers do not understand the aspirations and needs of the servant.

In an attempt to bridge this gap a new training centre and agency is training domestic servants with a view to getting them a fair deal.

The agency, the brainchild of Mr Mel MC Daniel and Mrs Britt Quinn, lives up to its motto — "Remembe we can speak better to the madam than you."

They train domestic servants in basic household requirements such as safety in the home, proper home security, home emergencies, cooking, following recipes and proper telephone manners.

The emphasis is on the use of electricity. As Mr MC Daniel explains, a two-year survey had shown that many fatalities, burns and accidents were caused by a lack of knowledge in the use of electricity.

Mrs Sue Tshoke, an instructor who teaches classes of up to 15 unemployed domestic servants every two days, put it more succinctly when she explained: "The employer can replace you easily if you die because of carelessness. But your children cannot replace you as a mother."

According to Mr M C Daniel, the survey had shown too that many domestic servants were ill-treated, poorly paid, had no hot water in their living quarters and seldom get time off.

The agency ascertains the likes of domestics and their flair for either baking or cleaning so that it places them with householders who appreciate their strong points.

About 60 maids are trained every week and placed with different householders. But the agency insists that the minimum wage must be R80 per month.

It insists that domestic servants be given a day off each week, be off after lunch at weekends and be given a weekend off at least once a month.

The objective, said Mr MC Daniel, is to create job satisfaction.

"To get better results, the householder is advised not to make the domestic servant do menial jobs like washing cars, mowing lawns or weeding the garden," said Mr MC Daniel.

Householders should also encourage their children to respect their maids as adult people and not to refer to them as "boy" or "girl."

After a domestic servant has been placed with a family, the agency keeps in touch with the householder to determine their progress. Every month, a servant who receives high credit for personality, communication, punctuality, cleanliness and resourcefulness, is given a certificate.

The agency also advices domestic servants as to where they should go with problems like birth control, housing and marriage.

Worker is jailed for theft of clothing from two PE homes

EP Post 28/10/81

294

Post Reporter

A DOMESTIC worker who took clothing from a washing line and passed it over the gate to her friends, was sentenced in the Port Elizabeth Magistrate's Court to 12 months' imprisonment.

On October 1, Miss Lucy de Bruin, 23, of Korsten, stole clothing valued at R285 from two different employers.

She had been working for both Mrs Sandra Maia de Gaede and Mr Marius Strydom for about two weeks.

A neighbour of Mrs De Gaede, Mrs M le Roux, told the magistrate, Mr D F M Smith, she was taking her children home when she saw Miss De Bruin passing washing from Mrs De Gaede's house, over an iron gate, to friends.

"Miss De Bruin saw me and she said to her friends: 'We're being watched'," said Mrs Le Roux.

"I wanted to investigate but my children started crying because they were scared I would be hurt."

At a previous hearing, Mr Marius Strydom told the court that when he returned home on October 1, he found that clothing valued at R40 was missing from a chest of drawers.

Miss De Bruin pleaded not guilty to the two charges of theft.

At a previous hearing she told Mr Smith that a friend who had visited her while she was working had taken the clothing.

In mitigation she said she had three children who lived with her mother.

Six months of Miss De Bruin's sentence were suspended conditionally for three years.

Mr I P du Preez appeared for the State.

Women of all races and political persuasions have signed a memorandum asking for protection for domestic workers reports SUE GARBETT.

Widespread support for labour laws for domesties

Organisations ranging from the Black Sash, to the Inkatha Women's Brigade and the Vroue-federasie have supported a memorandum sent to the Minister of Manpower in which he is asked to introduce protective legislation for domestic workers.

The memorandum, which was posted to the minister on October 9. asks that domestic workers be included in labour law, and if this is not possible they should have an Act of their own.

Secretary of the ad hoc committee on the Legal Position of Domestic Workers which has drawn up the memo, Mrs Roberta Johnston, said there was "a particular urgency about protection in law being extended to the most neglected sector of the work force."

Mrs Johnston pointed out that the minister had said in Parliament this year that he had never had any real representations on the question of the legal position of domestic workers.

"We felt there were far more people interested than he knew about, and the organisations representing thousands of people who have signed support for this memorandum proves this is correct," said Mrs Johnston.

She said that domestic workers in South Africa were in a unique position because despite their large numbers, they had no protective legislation whatsoever.

Among the recommendations suggested for inclusion in a Domestic Workers' Act, are the following:

- Provision of working clothes.
- Overtime pay scales.
- Permitted maximum hours of work.
- Minimum standards of furniture for live-in domestics.
- Minimum annual leave.
- Safe working conditions

The committee has recommended amendments to several Acts, one being to the Workmen's Compensation Act.

DOMESTIC WORKERS . . . the most neglected sector of the work force.

"Domestic workers are prone to injury because most accidents take place in the home. Therefore we feel they should be protected in this Act," said Mrs Johnston.

The committee which was formed in the wake of a seminar earlier this year on the legal position of domestic workers, is also worried that domestics do not have written contracts of employment and it has sent the minister a proposed contract for him to examine.

Some of the organisations that have supported the memorandum in full include the Black Housewives League, the Johannesburg Marriage Guidance Society, the National Council of Women of South Africa, and the Housewives League of South Africa.

At the time of going to press 32 organisations had supported the memorandum.

"We are absolutely thrilled at the reaction. It shows that women, whatever their race want something done about the working conditions of domestics," said Mrs Johnston.

She stressed the committee had not suggested a minimum wage, "because that could put domestics out of work. That is what happened in Zimbabwe when they brought in a minimum wage of R40. What we want to see is the hours of work and the conditions of employment improved."

Mrs Johnston said she would like to see draft legislation published before the beginning of the next Parliamentary session so that comment could be made and legislation introduced before the end of it.

18/11/81

PE lags over domestic workers' pensions

EVENING POST

294

Post Reporter

THE response to a new pension fund for domestic workers had been good in the Traansvaal and Western Cape, but disappointing in Port Elizabeth, according to the managing director of CRP Group Services Pty Ltd, and former TV presenter, Mrs Donna Wurzel.

She said in an interview many inquiries about the scheme had been received from Port Elizabeth.

But the response had been disappointing as these people had not followed up by signing applications.

The company started the pension scheme for domestic workers, which is registered with and approved by the Registrar of Pensions, in August. It covers death and disability as well as voluntary retirement at 55.

Mrs Wurzel explained how on a contribution of R10 a month for 25 years, a domestic worker would retire at 65 with a pension of R165 a month.

Before launching the scheme, Mrs Wurzel researched the market and found domestic workers were an "unhappy and fluctuating labour force".

"The reasons lie in a lack of communication and a number of sociological issues," Mrs Wurzel said.

It would be in the interest of domestic workers and their employers if this market stabilised.

The company had launched a drive among domestic workers themselves, and was to release explanatory brochures for them in Xhosa, South Sotho, English and Afrikaans.

"We meet large groups of workers and with the assistance of interpreters explain the scheme to them.

"People are very moved by the idea. From this we have realised how enormously important the idea of security is to them."

A Zwide woman, Miss Caroline Mgxwathi, whose employer has paid a monthly sum into a pension fund for her since 1967, said this week most domestic servants were unaware of such schemes.

Those who were, often felt reluctant to raise the matter with their employers for fear they might lose their jobs.

Mrs Bobby Melunsky, of the Black Sash, said because there was no legislation covering pension schemes for domestic workers, it was up to employers to take the initiative.

Legal Protection for Domestics

Argus 26/11/81

294

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The committee which was formed in the wake of a seminar earlier this year on the legal position of domestic workers, is also worried that domestics do not have written contracts of employment and it has sent the minister a proposed contract for him to examine.

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SUE GARBETT

THE prison-like room of a Sea Point domestic. Now the Minister of Manpower has been asked to introduce protective legislation for domestic workers.

Domestics' body slams 'exploitation of blacks by blacks'

'Servant-slave' girls abducted?

CAPE HERALD
19/12/81
294

THE quiet Karoo town of Beaufort West has been rocked by a domestic servant trading scandal, with police investigating the alleged abduction of 20 girls earlier this year.

-94

On October 10 this year 20 girls from Beaufort West were allegedly abducted by an Indian man who is believed to be using them as domestic servants.

On Monday morning Colonel J M Kriek, Beaufort West CI chief said: 'The whole matter is being investigated. Most of the parents know where their children are, and we are trying to find out where the others are. I think the story is just being blown up.'

DETAILS

Colonel Kriek said he did not have any names at his disposal and would get details at a later stage.

Meanwhile, the Domestic Workers' Association has launched a fierce attack on people who go up country to fetch domestic servants.

In reply to the police comment, Miss Maggie Oewies, head of the DWA said: 'So there are still a number of parents who do not know where their children are. Something must be done about it.

'The black community should stop doing this — fetching girls and using them as servant slaves. It is done in places like Rylands and other middle class areas. People go to the farms and take children whom they exploit.

PROMISE

'We are discussing this matter and we are going to take action. It is wrong for people to go to the farms and promise the parents money and other things in return for their daughters.'

NG Sendingkerk officials in Beaufort West could not be reached for comment.

● Cape Herald has received several requests in the past from anxious parents who were searching for their children after they had been taken to work for people in the cities.

New move on domestics at PE talks

EVENING POST 21/12/81 294

BY JIMMY MATYU

THREE women's organisations based in Cape Town, Durban and Port Elizabeth, met in Port Elizabeth at the weekend and decided unanimously to take up the matter of protection for black domestic workers at ministerial level.

They were the Domestic Workers Association of Cape Town, the National Domestic Workers Union of Durban and the Domestic Workers Association of South Africa (Dwasa) of Port Elizabeth.

The conference, attended by nine delegates.

Mrs Pat Maqina, secretary of Dwasa, said they discussed a wide range of matters affecting domestic workers.

"We are embarking on a concerted effort to get protection for domestics under the Labour Act. For instance, they are not covered by the Unemployment Insurance Fund," she said.

The three unions also decided to revise the present salary scales of domestic workers.

"We have drawn up a new uniform salary scale for all domestics in the country which we hope will be implemented next month. But we want to discuss this new scale with the National Council of Women, the Housewives League and other organisations, irrespective of colour, before we release the figures to the Press," she said.

Mrs Maqina appealed to housewife organisations to contact her at 542158 to arrange a meeting.

"We appeal to employers to contact us when they need domestic workers. We have a project we have already started in improving their skills," she said.

GENERAL NEWS

(294) Star 21/12/81

Domestics—search goes on

DWEP looks at a proud history

By Anthony Duigan

Tackling the plight of the domestic worker in South Africa was like interfering with an individual's personal property — it caused ructions.

But 11 years ago some dedicated women took up the challenge and went into battle on behalf of South Africa's one million domestics.

Today the vision and hard work of those behind the Domestic Workers and Employers Project has shown enormous dividends — 200 centres around the country involving at least 30 000 people, employers and domestics, aimed at creating a better world for all.

In a recently published history of how DWEP has grown, its first national organiser, Mrs Sue Gordon, called the movement "a kind of miracle."

From its beginnings as a pilot project thought up by Mrs Audrey Cobden, then secretary of the Southern Transvaal Region of the Institute of Race Relations, it has spread to most major centres and some not so large ones.

Its aims still are to provide a forum and fellowship for domestic workers, to train them for their housekeeping chores and give them a stronger bargaining position in the market place, and particularly, to improve the relationship between them and their employers.

Out of this early vision of training domestic workers and improving their relationship with their employers the first Centre of Concern was set up in Bryanston.

Literacy classes, cooking and sewing lessons sprang up. Domestics began to take the initiative in organising themselves.

Soon the Centres of Concern became hives of social activity and a focus for growth, often painful, in the relationship between blacks and whites.

The controversial issue of a minimum wage for domestics was tackled head on. In 1973 it was set at R35 a month. The reaction of white employers was largely hostile, said Mrs Gordon in her booklet.

The launching of the SA Domestic Workers' Association in Johannesburg, Durban and Cape Town earlier this year was a milestone on the road towards a trade union for domestics, which was what Mrs Cobden originally had in mind with DWEP, said Mrs Gordon.

From the tip of her elegant hairdo to the toes of her delicate shoes, Sue Gordon hardly looks like the kind of person to cause apoplexies among the housewives of suburbia. So why has she done it?

DOMESTIC SERVICE

Mauler Of The Madams

DWEP without Sue Gordon? It seems impossible. Like Dallas without J.R. Ewing.

For ten years now Sue Gordon has been the person that the madams love to hate, as the never-ending spate of outraged letters to the daily papers proves. "Now let me tell this Sue Gordon that if we had to pay our servants what she wants us to pay them they'd all be out of work . . ." "Does Sue Gordon realise that we only employ our maids out of charity, and they are already paid much more than they are worth . . ." "Why is Sue Gordon allowed to incite our servants to be uppity . . .")

The midnight phonecalls – "communist!" "kaffir-boetie!" – used to offer further proof, until Sue had her phone unlisted.

Mrs Gordon set up the Domestic Workers and Employers Project and spearheaded its rise from a dinky talkshop where madams vented their grievances over the burden of employment, to a big and established organisation which co-ordinates the activities of over 200 centres throughout the country.

Now she's left DWEP, and has joined forces with Donna Wurzel in the relatively calm waters which surround the business of setting up a pension scheme for domestic workers.

At first sight Mrs Gordon – once described by the BBC as "the most unpopular woman in the Northern suburbs" – comes across as a quintessential Northern suburbanite herself. Right clothes, right accent . . . outwardly a distinct flavour of garden-parties-and-BMWs.

What got her to turn traitor?

It all started when she got bothered seeing domestic workers sitting on pavements on Thursday afternoons and Sundays, with nowhere to go, nothing to do. She started out by setting up a programme to encourage employers to see their domestics as people rather than labour units. Her first meeting for employers was attended by practically nobody apart from a batch of observers from the since-banned SASO and another batch of observers from the security police. Soon, though, employers were pitching up – partly to listen, and partly to give voice to their own frustrations about the quality of their domestics. Then at one meeting, someone suggested actually teaching the domestics. Volunteers – mostly employers – offered to run courses in such things such as cooking and sewing.

Thus began a second, and by now bigger, side of DWEP's career – direct dealings with the workers. No longer does this consist purely of teaching skills. Some of the centres do indeed concentrate rigidly on pure teaching, avoiding anything which might be labelled "political", but others also have "social action" programmes – encouraging domestics to raise complaints with their employers. Moreover, the DWEP activities have led to the creation of SADWA, the S.A. Domestic Workers Association, the first and only domestic workers' trade union in South Africa.

Sue Gordon distinctly prefers the social action approach, which some critics see as "egging on revolution". "Not at all," says Mrs Gordon: "those people

PLEASE TURN OVER

A bag of gold or something

CONTINUED

want to keep their jobs – but they should be able to demand their just deserts. It's good for them, and good for the employers too. There's an indignity in exploiting people, and in any case it's the exploitative employers who are constantly irritated by their servants and always complaining about the poor quality of service. The good employers are usually much more satisfied."

A large part of DWEP's concern has been to draw up minimum wage levels which it tries to persuade employers to pay. (The level at the moment is R78 for a full-time live-in domestic.) If you can't pay that much, is DWEP's line, then pay less and require less working hours, so that domestics can work part-time elsewhere.

Wouldn't this system, if it was widely adopted, lead to yet more unemployment? Mrs Gordon replies that unemployment is colossal anyway, that it is the government's problem rather than DWEP's problem; and that it is surely better to have some people being adequately paid than to have everybody downgraded to an unlivable minimum.

Doesn't fixing a minimum wage provide a kind of measure of respectability – and perhaps have the effect of actually depressing wages at the top level? Mrs Gordon answers that DWEP constantly stresses that its figure is the *minimum* required for decent survival. Anyway, she says, there aren't enough skilled domestics. If those who are skilled used the bargaining lever which their skills give them, in the same way that a plumber or truck-driver or company director feels completely free to sell his services for the best reward, then the domestics would be able to secure their own advances by competitive negotiation.

"The workers themselves have to make the running. They have to learn how to negotiate, and must realise their value. In fact, many skilled domestic workers simply refuse to leave their employers, even though they may be very dissatisfied. They have an idea that after 20 years they get a bag of gold or something, and they won't think of leaving if they've got, say, 15 years' service."

Migrant contract workers are in a worse position, says Mrs Gordon. Most of the skilled workers are local people, with Section 10 rights which enable them to leave an employer if they want. But contract workers are often in a position where if they leave their employer without the employer's consent they lose their urban residence rights.

"For example there was one contract worker being paid R45 a month, by a rich Houghton family. She was offered R90 by someone else, but her employers wouldn't let her go. I pleaded with WRAB, they were very sympathetic, and said it was very terrible, but that they couldn't do anything about it because that's the way the law is."

All in all, relations with the authorities have not been bad. At one stage Sue was arrested for distributing pamphlets. At another, riot police surrounded the Anglican Cathedral while domestic workers were holding a service on "reconciliation". At another WRAB made moves to force the teaching-centres to register, causing great consternation amongst the teachers, who thought this was a prelude to either government control or the abolition of the centres. But nobody seemed quite sure what the centres had to register *as*. WRAB produced applications for "Bantu eating houses", but this did not seem altogether appropriate and finally the registration move withered away. For the most part, DWEP seems to have been accepted by the forces of law as a kind of necessary evil.

Looking back, Sue Gordon feels that DWEP has at least made employers more conscious of the rights of their servants, and that the domestics themselves have become more aware of their own stature. The real beneficiaries, she concedes, have been the most highly-skilled domestics, and DWEP's efforts have not really borne any fruit for the forlorn, unskilled hordes of "ekskuus missus, ek soek die werk" types. Mrs Gordon's feeling is that it is impossible for a private organisation to do much for these, and that to have provided progress for the better-off, in-demand, "professional" domestics is thoroughly worthwhile in itself.

As to the vast indignation she has aroused, she shrugs this off: "It is to be expected. The only thing that gets you more unpopular than interfering with people's relationships with their servants would be interfering with the way they bring up their children. Getting involved with the domestic workers is like invading the employers' bedrooms – people see it as affecting their most private lives."

She feels she has learnt plenty too, from the internal running of DWEP. "I used to be too concerned about keeping 'in' with blacks. I made excuses for faults, and didn't demand the same standards. I was reluctant to criticise blacks working in DWEP if they did things wrongly, because they would think it is because they're black and you're white. Finally I realised that this was damaging to me and damaging to them, and that the only thing to do was to have just one standard for good performance, which everybody has to meet."

Now, in classic tradition, the white originator who initiated and created an organisation has phased out. Both DWEP and SADWA are left in entirely black hands, under the vigorous direction of Leah Tutu. In classic tradition, cynics and sceptics will expect the orgnisations to founded. May they be proved wrong.

Piet's Lament

Dr. Koornhof accused the Opposition of missing the vital and 'beautiful' significance of the (Status of Ciskei) Bill. "The Russians can come because we will be partners who will fight for the survival of Christian civilization in Southern Africa," he said.

Daily Despatch.

Tell me not, you tiresome Members

On the Opposition pew,

That you've missed the finer meaning

Of this Bill we're pushing through.

Life is more than Party precept;

Comradeship must have its due.

If we show gung-ho for Sebe,

He will show us gung-ho too.

Castro's boys across the Border;

Reds in good old Smithy's roost.

Is it any wonder that our

Kafferboetheid's had a boost?

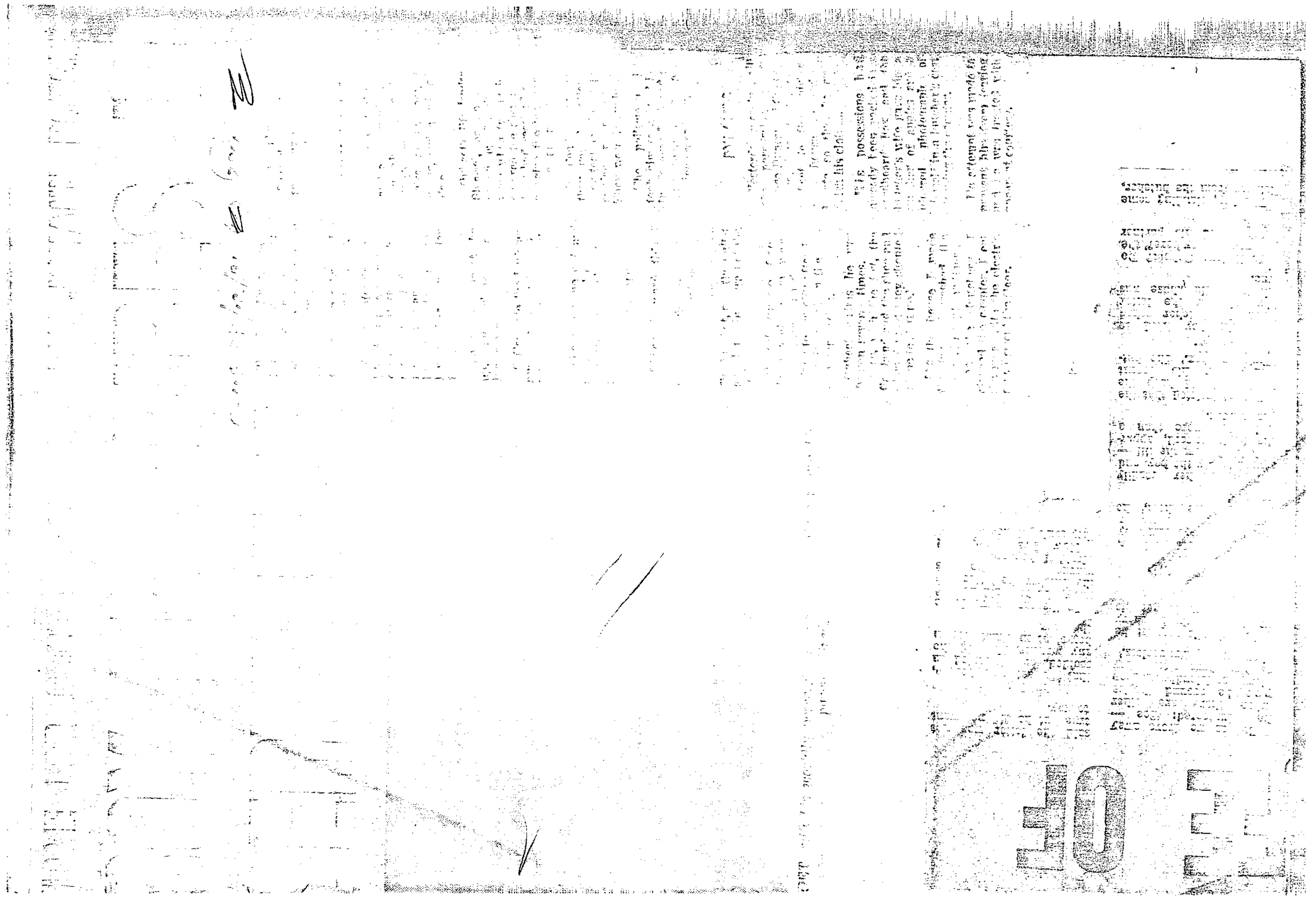
Let us then join hands like partners:

White and Black in concord spliced.

Cheek by jowl we'll thrash the Russians,

For Pretoria and Christ.

Norman H.C. Smith



ARGUS 25/12/84

uxury Cars, Child Labour

; luxury cars with the registration plates in among the workcottages at night and with engines idling, to speed off.

Mick van Rensburg, rondrood farm in the ...shoek area near Rus... ...ll, ...

...ell these let the ... ...ren go.

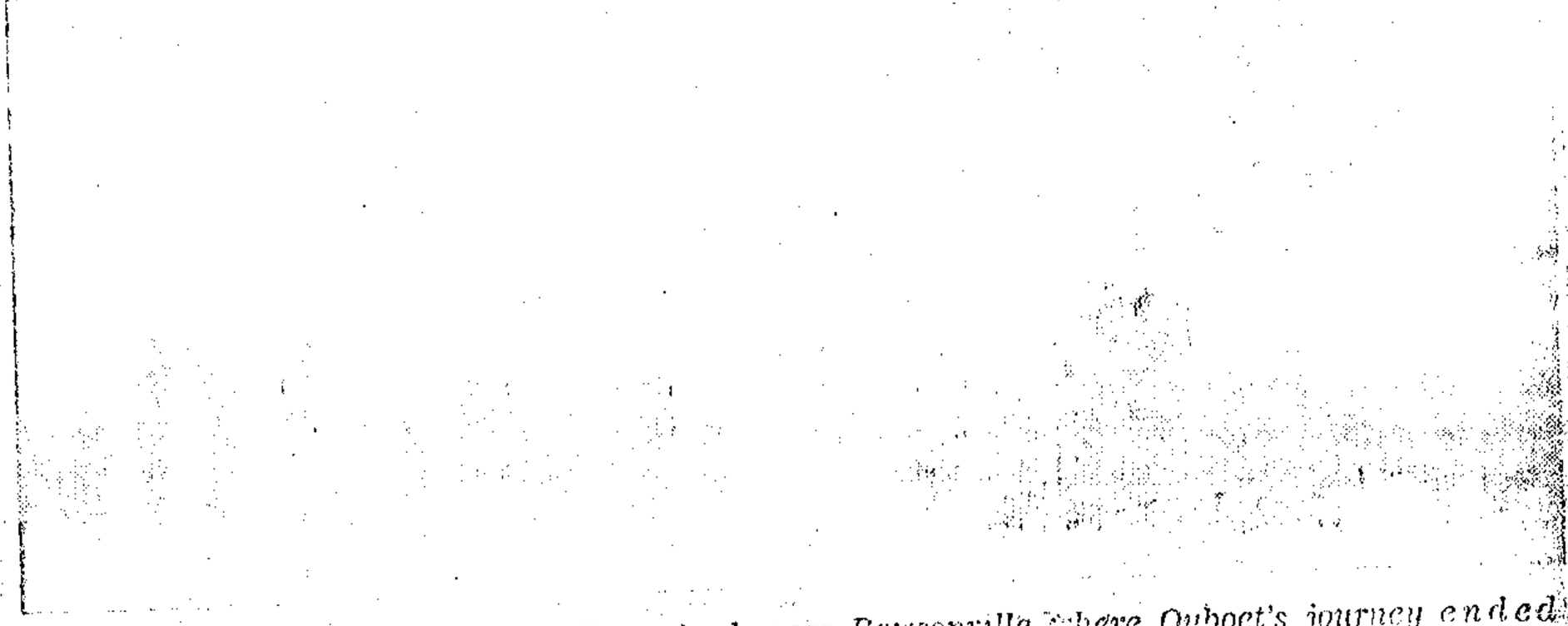
...ou'll see the light's ... ...n, and if you hear ... ...oot, the CA car's ...d off.

...ney know we're watch... ...them,' Mr van Rens... ...said.

...recent months, the ... have played some dis... ...ce away, waiting, for ...ple, at the end of the ...road into Louwshoek ... a messenger goes in. ...rom having talked to ...r children they already ...e, they'll know exactly ... to ask for, and this ...enger will take the ...d back to the car and ...'ll go,' Mr van Rens... said.

In areas where farmers regularly confront the prowling CA cars, he said, local 'sub-contractors' were used in the hunt for cheap child labour.

'One businessman from Worcester, in his locally registered car, has been coming here to take children for his rich friends at the Cape,' Mr van Rensburg said.



THE cluster of workers' cottages at Louwshoek near Ravensville where Ouboet's journey ended yesterday.

UNTIL Monday this week Frederick 'Ouboet' Esau, 14, was an alleged 'slave servant' in Rylands Estate.

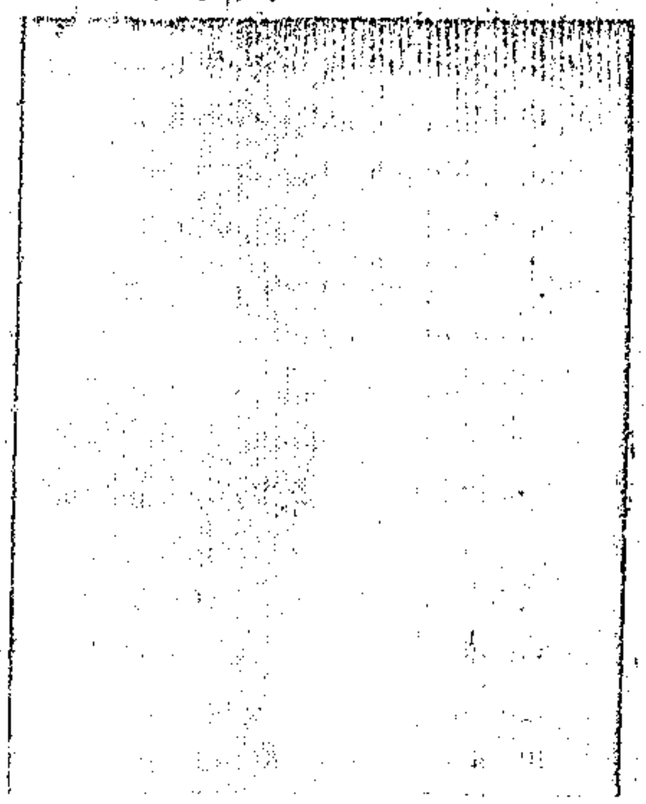
Then, in this Christmas week, his life made two sharp, sudden twists.

First, he was released.

Then, when he finally got home, he found that the two people he regarded as his 'parents' had been dead for a year.

His has been hard on Ouboet Esau.

Little 'slave' finds home an empty shell



Frederick 'Ouboet' Esau.

WHEN Ouboet Esau finally got home yesterday afternoon, he discovered that the two elderly people he regarded as his parents had been dead for a year.

He directed us to a cluster of workers' cottages on a farm in the Louwshoek valley near Rawsonville and, once we walked from door to door looking for Freek and Flora Esau.

The house where they lived — and which he regarded as his home during his time as a 'slave servant' in Cape Town — stood locked and women at the cottages told him Freek and Flora had been dead for a year and he buried at nearby Wauihoek.

On the drive from Cape Town, Ouboet had told how much he missed his parents and recalled how his father beat the children only when they had done something wrong.

For fun

'Not like the Xhosas who looked to me as if they did it for fun or to scare you.'

Frederick 'Ouboet' Esau has never been to school.

He can neither read nor write and in this year of Mr Bruce Duncan of a Hanover Park boys' home, he probably was a victim of very early child abuse.

In the one night he spent at the children's home, Ouboet showed

Freek and Flora Esau, two pensioners living in grace at the Louwshoek farm, were not his parents but his grandparents and it seems his real parents lived near Wolseley.

People at the farm said the boy regularly came and went, and finally seemed to adopt Freek and Flora as his parents. It was, probably, Flora who finally told the butcher he could take the boy as his servant.

The last time he saw his parents was about a year ago, just before they died.

'My mother sent a message that I must come home for a change and the "Xhosas" brought me,' the boy said.

He was dropped at the Rawsonville turn-off on the N1, and walked the 10 km home to his mother.

Policeman

'She became ill and said I must look after my father but one day the one "Xhosa" came with a policeman and said I must come back.

'If there wasn't a policeman I would have stayed here because my [illegible] was also ill.'

Ouboet would spend Christmas on the farm, living with James Kiewiet who he calls his 'uncle' but who is probably an uncle.

His sister, Rytjie, also works on the farm and the other families [illegible]