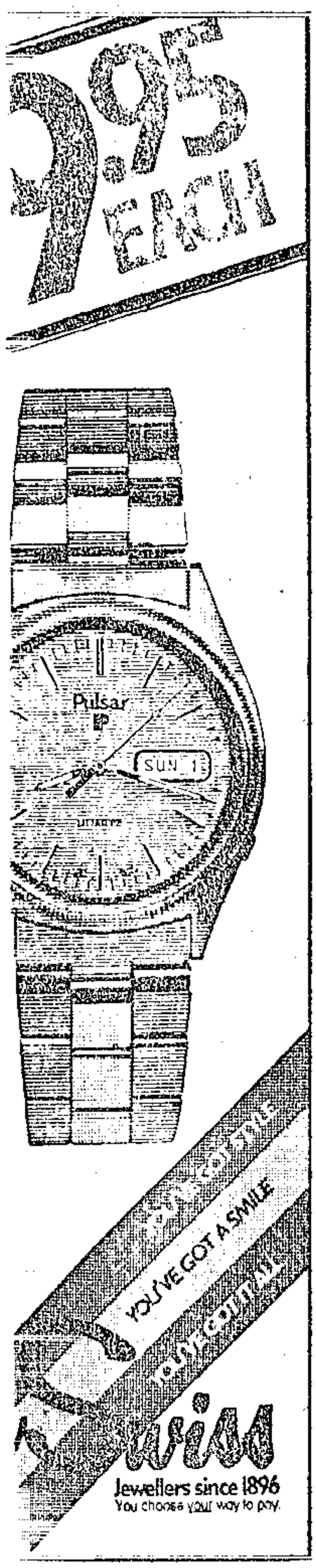
Services Sector

Domestic Workers

1982

JAN. — DEC.



5/1/82
294

GENERAL NEWS

Servants short as demand increases

Staff Reporter

The highest demand for temporary domestic aid comes from middle-income homes, according to Mr John Dizcarra, owner of a Johannesburg domestic hire organisation.

To employ a maid on a fulltime basis, he added, would cost a minimum of R150 each month. The biggest proportion of this figure was not the salary, but the incidentals such as electricity, food, uniform and furnishings.

"During the peak Christmas period we get as many as 80 telephone calls a day. At present we are only operating in the Northern Suburbs, but the increase in demand from the Southern Suburbs has been so great we are planning to open there as soon as possible," he said.

The demand for hired servants had more than doubled since this time last year and, he said, it had become necessary to establish a training centre.

However, finding a suitably qualified person to manage training schemes was a difficult problem.

"Sometimes we get calls lasting 20 to 30 minutes from housewives who just need someone to talk to, but I leave those calls to my manageress who has a much more sympathetic ear than I do," he laughed.

Shoplifting is on the wane as security tighter

There were fewer shoplifting arrests than usual this Christmas, say several supermarkets and self-service stores.

With the increase in urban terrorism stores in densely populated areas have become more aware of the need for stricter security.

Parcel counters are extensively used to reduce the temptation to slip a small item into a bag or suitcase.

Mr Dave Jenkins, manager of a hobby shop, said that although he had noticed a definite decrease in shoplifting arrests, this could also indicate that shoplifters had become more effective in their methods. "Or," he added, "we have become more stupid."

Most large stores have indoor TV monitoring systems. A less expensive way of keeping watch over hidden areas of a shop floor is to install a system of mirrors.

"Prevention is better than cure," said Mr Joe van Blerk, manager of a large shoe store. His staff are trained to approach anyone who enters the shop and offer assistance.

"I have noticed a definite reduction in the number of shoplifting arrests. All our branches have been improving their security systems to cope with crime and the dangers of the world we live in," he said.

The manager of a Houghton bottle store said shoplifting varied from area to area. He said shoplifting had not increased this Christmas.

"But we have taken the precaution of keeping all half-jacks and nips off the self-service counters as these are easy items to steal," he said.

The director of a clothing store chain, Mr Paul Wilson, said: "Having a parcel counter is an ideal way of preventing shoplifting. Tackling somebody suspected of shoplifting is a terrible embarrassment if you are proved wrong.

"We also risk defamation charges if we cause anyone humiliation. Having a parcel counter helps reduce this risk," he said.

Catching a shoplifter often means that while a detective is busy with documentation and laying charges another shoplifter is at work.

Derailed train delays commuters

Own Correspondent

Hundreds of commuters were late for work today because of a train derailment near Pretoria.

Trains travelling between Johannesburg and Pretoria, and between Pietersburg and Johannesburg were delayed up to 50 minutes. Between 600 and 800 commuters were affected.

Pretoria's assistant railways systems manager, Mr Vincent de Beer, said the guard's van and a goods truck of a train were derailed at 1.30 am about 2 km from Pinedene towards Olifantsfontein.

The line to Johannesburg was reopened at 5.25, and the line from Johannesburg at 6.45. By 8 am, traffic was back to normal, he said.

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Do you qualify to f
senior factory po

4/1/82 ARGUS

Call for minimum wage for domestics

(294)

Labour reporter

A MINIMUM wage of R110 a month and a 48-hour week for domestic workers are among recommendations made by three organisations representing domestic workers after a joint meeting recently.

In a statement today the organisations said: 'These are minimum demands which can easily be satisfied by all employers who are concerned that their domestic workers should receive fair and reasonable payment and not slave wages.'

PIECEWORK

The three bodies are the Cape Town-based Domestic Workers' Association, the Domestic Workers' and Saleslaadies' Association in the Eastern Cape and the National Domestic Workers' Union in Natal.

Chars who did piecework should be paid at least R10 for every full day and R5 for every half-day or part of a halfday, they recommend.

The minimum wage of R110 a month should be paid to fulltime workers, whether or not they sleep in.

OVERTIME PAY

No domestic worker should be required to work more than eight hours a day for six days a week. Overtime, to a maximum of eight hours a week, should be paid at the rate of R2,50 an hour.

Fulltime domestic workers should have one month's paid leave a year and 12 days' sick leave, on production of a medical certificate after more than 48 hours' absence from work in the event of illness.

TERMINATION

No domestic worker should be dismissed as a result of pregnancy or illness. Termination of service should be on one month's notice on either side.

Children under the age of 16 years should not be employed in domestic service.

Living conditions for sleep-in workers should be clean and 'habitable in accordance with civilised, human standards,' the organisations said.

Dwasa suggests R110 minimum domestic's wage

~~139~~ 294 E. Post 20/1/82

By GRANT AUBIN

SOME domestic servants in Linton Grange, Port Elizabeth, are paid a miserly R25 a month — barely one fifth of the recommended minimum wage.

And in other suburbs, such as Algoa Park and Kensington, domestic workers sometimes receive a monthly pittance as low as R12, according to Mrs Pat Maqina, secretary of the Domestic Workers and Salesladies Association (Dwasa).

The Port Elizabeth-based organisation recommends a minimum salary of R110 a month.

Mrs Maqina, said Dwasa had found employers in suburbs such as Summerstrand and Walmer, paid the highest wages. In areas such as Algoa Park and Kensington, the wages paid were often "shocking".

"We have cases where domestic workers are being paid between R3 and R9 a week," she said. One worker in Kensington received R5 a week — and she did not even sleep in.

Linton Grange was a "disappointment."

Some people there, paid only R25 to R30 a month, although the situation was "improving tremendously," Mrs Maqina said.

One employer Dwasa spoke to paid her domestic worker R30 a month.

She ate with the family, had her children's school fees and uniforms paid for and was "virtually one of the family".

According to Mrs Maqina, this sort of treatment was often used to excuse poor pay.

Mrs Elizabeth Shier, who works at the Centre for Concern, affiliated to St John's Methodist Church in Walmer, said she knew of many examples of people underpaying their domestic workers — but who felt they were paying them "princely" sums. Many were being paid only R35 or R40 a month.

A member of the Black Sash organisation, who asked not to be named, said she had recently received a complaint about a "teenage girl", being paid R12 a month. She had to work every day, including Christmas and New Year. The matter would be investigated.

Mrs Enid Siwisa of the Domestic Workers and Employers Project, said Dwep's unrevised recommendations were for a minimum of R78,65 for a relatively unskilled worker and a minimum of R96,80, for one with skills. By skilled, she meant someone who could cook, bake and/or look after small children.

The recommended wage was for an "eight-hour day and a 44-hour week". Some Johannesburg employers paid this figure.

A Johannesburg spokesman for Dwep said although they had not done a "structured survey" of pay, they had received a "lot of complaints".

In Port Elizabeth, a random survey found no one paying DWEP's bare minimum, unrevised recommended wage — although some wanted to.

Mrs F Krupenia paid her employee R70 a month. She did not sleep in, did no cooking and worked a 6½ hour day.

A woman, who asked not to be named, acknowledged paying R70 and feeling "guilty" about it. She intended raising the wage shortly. Her helper received free board and lodging, uniforms and toiletries. She was a skilled cook, working just under 5½ days a week.

Griet still doesn't know her salary

Mail Correspondent

GRIET Ambraal, 16, is an orphan from De Doorns. Last Saturday she was recruited to work as a domestic in Cape Town, but she does not know how much she will earn and nor does her "madam".

Griet is one of a growing number of young girls who are being recruited from farming districts in the Boland to the metropolitan area of Cape Town with promises of work and good care. For at least some, the promise becomes a terrifying ordeal.

There is the case of 14-year-old Alida.

Explained Miss Maggie Oewies, chairman of the Domestic Workers Association: "Last Thursday I received a telephone call telling me a child was standing lost on a street in Salt River. The child, Alida, was brought to me. She was crying and very distressed.

"We discovered she had been fetched from her home in Tulbagh by a coloured family for whom she would work as a domestic.

"Apparently her employers had complained they were not satisfied with her work, had locked her out of the house and told her to find her way back to Tulbagh."

Angry at recent Press reports that coloured and Indian families were exploiting "their own people" in a child slavery racket, a shop manager, Mr A Khan, invited the Cape Town correspondent of the Mail to visit Griet Ambraal yesterday.

"I have many cousins who have recruited young girls from the Boland," he said.

Privileges

"My brother has gone to Worcester several times and asked parents' permission for the girls to come. My sister has one in Lansdowne."

"They get their off-days on a Sunday. Our religion (Islam) states how we must treat the girls. They have the same privileges as the kids."

He then took the reporter to meet Griet, who shares a bedroom with the three children of Mr Khan's brother.

Interviewed in Mr Khan's presence, Griet said Mr Khan's brother, Mr H M Khan, had visited De Doorns on Saturday.

"He asked my aunty's permission for me to come. I came here to get work," she said, shyly pulling her apron strap across her face. "It's not difficult work. I sleep in a nice room. I am happy."

Prompted by Mr Khan she said she ate the same food as her "boss".

However, she said she did not know how much she would be earning. Mr H M Khan's wife, Mrs S Khan said she too did not know how much Griet would earn. Mr H M Khan himself could not be contacted on the matter.

Church organisations and community councils in the Boland area have been asked to warn people of the possible threat of exploitation of children.

73 have died of cholera

Mail Reporter

SINCE cholera invaded South Africa in 1980, at least 73 people have died, and a total of 3 675 have been treated for the disease.

Unlike the 1980 epidemic, which was contained in Lebowa, Northern Transvaal, the 1981/82 epidemic has infected rural areas in Natal, KwaZulu and Bophuthatswana.

The Natal death toll since August 1981 is 24 — including two cholera patients who died in the Clairwood Hospital in Durban this week.

The Department of Health will publish a weekly news release on the epidemic every Friday from now on.

The department has a number of mobile clinics in Natal and KwaZulu which can be moved to areas where they are needed, the department said.

Fi

...p reactor at Creys-Malville on Monday night. Four hit their target. And although little damage was caused, it marked a new stage in opposition to France's atomic power programme.

A man later called the Paris offices of a Press agency to say he belonged to a "Pacifist and Ecologist Committee" responsible for the attack. He said the group took every precaution to ensure there were no casualties.

About 2 000 people work on the site during the day but only 20 workmen were on duty when the attack occurred.

One said: "Everything was calm, when suddenly we heard muffled explosions."

Since its election in May last year, the Socialist government had decided to reduce the nine reactors planned under the last administration to six — enraging French ecologists who had supported the Socialists in the belief the programme would be scrapped altogether. — Sapa-Reuter.

ENTERTAINMENT MAIL

Bridge

B J Becker

East dealer.
East-West vulnerable.

NORTH
♠K Q 7 6 3
♡9 6
♢K 7 3
♧Q 9 4

WEST
♠5 3
♡Q 8 4 2
♢J 10 9 6 4
♧J 8

EAST
♠J 10 9 8 4
♡K J 3
♢—
♧A 10 7 3 2

SOUTH
♠A
♡A 10 7 5
♢A Q 8 5 2
♧K 6 5

The bidding:

East	South	West	North
Pass	1♢	Pass	1♠
Pass	2♡	Pass	2♠
Pass	3 NT		

Opening lead — five of spades.

All kinds of weird goings-on occur in world championship events. Players have wild flights of fancy in either bidding or play, or make errors that even a beginner wouldn't make, and these shenanigans lead to unusual

Famous Hand

deuce of diamonds. When Besse played the four, declarer played dummy's three in order to force East to win the trick. But East couldn't oblige and Besse unexpectedly won the trick with the four of diamonds! He then cashed his queen of hearts to put the contract down one.

Of course, Besse should have played the nine instead of the four, and declarer should have played dummy's seven instead of the three, but the fact is that neither of them did what they should have done.

However, par — down one at three notrump — was

Your Stars

By

aries March 21 to April 20

LUCK will come in most peculiar ways today, and unless you keep your eyes peeled you could miss out on some very important opportunities appearing from nowhere. Don't think for one minute you will recognise luck when it comes. It will be in a most unfamiliar package. Leave no stones unturned.

taurus April 21 to May 21

A PASSIVE conjunction between the Sun and Venus in the skies brings help or a woman

my advice and don't even believe the cat.

cancer June 22 to July 23

THERE is a touch of connivance in the stars so you can't really trust too many people around, but especially work mates. The feeling around is that someone is "up to something", and indeed you will find they are. For your health's sake, don't overdo alcohol or other boozy stuff. If you like the odd snifter, stick to one.

that a description people you meet rail... than a situation work in. Because of ... rather soggy fee... around you, take all do... mestic decisions your... self as the chances w... those around you mak... ing sense are as remo... as the Andes.

libra Sep 24 to Oct 23

A MOST pleasant day for you, as your morning star, Venus, glistens like pure gold as she stands next to the Sun.

THE ARGUS, FRIDAY JANUARY 22 1982

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Domestic goes to court over pay claim

A CAPE TOWN domestic worker yesterday took her former employers to court to claim R60 she said they owed her in severance pay.

Mrs Lena Lende, of Guguletu, claimed in the Cape Town Civil Court that her employers, Mr and Mrs D H Goldberg owed her a month's salary due to her after she had given notice on February 5 1980.

Mrs Lende told civil magistrate Mr P L May that she started working for the Goldbergs on November 1 1979 after answering a newspaper advertisment.

When she applied for the job Mrs Goldberg told her on the telephone that her duties would include housework and cooking and that the salary was R60 a month.

She had found that the salary was inadequate for the work she was expected to do and she gave notice on February 5.

Mrs Goldberg agreed to the notice, claimed Mrs Lende, provided she remained for a few days to train a replacement.

However, three days after giving notice Mrs Lende was summarily dismissed and the Goldbergs refused to pay her February salary.

Mr S Levetan, representing Mr Goldberg applied to the court for absolution which would have the effect of Mr Goldberg not being liable.

The application was made on the grounds that Mrs Lende knowingly became employed while her reference book was not in order.

Mr May refused the request but ordered that Mrs Lende's attorney, Mr David Mais, should produce her reference book in court.

Under cross-examination, Mrs Lende denied that Mrs Goldberg had repeatedly inquired about her producing her reference book.

Mrs Lende said when she was employed she had told Mrs Goldberg that her reference book was not in order.

She added that she had been unable to get her reference book put in order as she had not obtained time off from the Goldbergs to do it.

The hearing was postponed for three weeks in order for Mrs Lende to produce her reference book.

Servant's wages — boss in court

294 CAPE TIMES 22/1/82

Staff Reporter

A DOMESTIC worker yesterday claimed a month's salary and legal costs from her former employer in the Cape Town Civil Court.

Mrs Lena Lende claimed R60 and costs from Mr D H Goldberg, whom she said had failed to pay her a month's salary after she had given notice on February 5, 1980.

Mrs Lende told the court she took up employment with the Goldbergs on November 1, 1979, after answering a newspaper advertisement. Mrs Goldberg told her on the telephone that her duties would include housework and cooking and her salary was to be R60 a month.



Mrs Lena Lende

Gave notice

The domestic worker was unhappy about her salary and wanted to leave. On February 5, 1980, she gave notice. Mrs Goldberg was not very pleased with the idea but said it was "all right" so long as Mrs Lende stayed on to train her replacement. After three days Mrs Goldberg asked her to leave.

Mrs Lende said that on the day of her arrival at the Goldberg's residence she told Mrs Goldberg her reference book was not in order. They never discussed the issue after that.

When she went back for her salary, Mrs Goldberg told her to return a few days later when her husband would be home. Mrs Lende said she did not receive any salary for February.

'No case'

Questioned by Mr S Levetan, representing for Mr Goldberg, Mrs Lende said she did not get a chance to go to the Administration Board offices to get her reference book in order.

She denied that Mrs Goldberg had asked her to produce a pass or that she had told Mrs Goldberg her reference book was at home and she would bring it on her next day off.

Mr Levetan argued that Mrs Lende had no case and the contract was illegal. He said he had repeatedly asked Mrs Lende in vain that she produce her reference book. The magistrate, Mr P L May, ordered that the document be produced.

The court refused Mr Levetan's request for an absolution.

The hearing was adjourned for three weeks.

● Another picture, page 3

Don't pay domestics crumbs . . .

C. Herald 23/1/82

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EMPLOYERS bent on giving their domestic workers a fair deal should take note of the new salary scales and working conditions agreed to by three organisations in December last year.

By Perryne Constance

The chairman of the Domestic Workers' Association (DWA), Maggie Oewies, said last week that the DWA had sat together with the Domestic Workers' and Salesladies' Association of Port Elizabeth and the National Domestic Workers' Union of Natal to draw up the new scales.

'For the last six months we have been working on cost of living increases, and, the salary that we have agreed upon is the minimum that should be paid to the worker,' she said.

Miss Oewies pointed out that professional women who used others to replace them in the home should not hand them crumbs, but a decent living wage.

STATEMENT

In a statement issued last week the three organisations agreed that:

- A minimum wage of R110 a month be paid to fulltime domestics whether they live in or not.
- Piece-work for chars to be paid at a minimum rate of R10 a day or R5 a half day.
- Domestic workers should not work more than eight hours a day, six days a week at the minimum rate.
- Overtime should be paid at R2,50 an hour, and no worker should be required to put in more than eight hours overtime a week.

FULLTIME

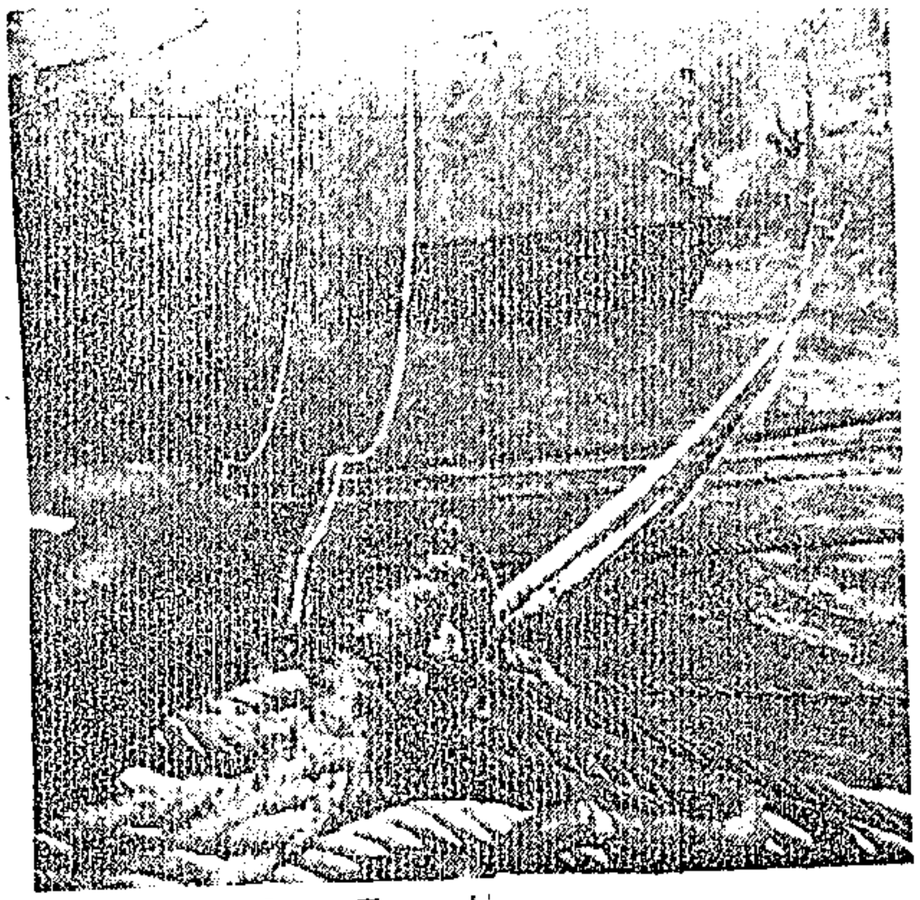
- Fulltime domestics be entitled to one month's annual leave with pay.
- Fulltime domestics be entitled to 12 days sick leave a year on production of a medical certificate after more than 48 hours absence from work.
- No domestic should be dismissed as a result of pregnancy or illness.
- Service should be terminated on one calendar month's notice on either side.
- Living conditions for sleep-in workers to be clean, habitable and in accordance with civilised standards.

CHILDREN

- Children under the age of 16 should not be employed in domestic service.

The statement claimed that employers could easily satisfy the demands of the organisations and ensure that their domestic workers received fair and reasonable payment.

Employers were asked to note that the three organisations had agreed to do everything in their power to ensure that these minimum demands were met, the statement concluded.



quayside in Cape Town ha

of Admiralty — for the sale to be held.

The order was made during a case between the SA Stevedores Service Company Ltd, the applicants, and the owners of the "Ilha de St Nicollau", the "Nova Fe", the "Almoural" and the "Altair" fishing vessels.

The ships, built in 1967 and registered in Lisbon are all 1 140 tonners and over 62 metres long. They will be sold to the highest bidder by public auction on February 4 at 11am.

The sale will be conducted by Mr Mathys Petrus Wright, the Deputy Sheriff, acting as Admiralty Marshal at the main entrance to the Supreme Court in Keerom Street.

Big par
City tor

Staff Reporter

MORE THAN a thousand members of the Defence Force and police units in the Western Cape will line Adderley Street tomorrow morning during the presidential procession before the opening of Parliament.

The units include the Cape Corps Service Battalion, Ten Anti-Aircraft Regiment, Air Force and Navy units, the South African Police and the South African Railway Police. The Cape Field Artillery will form the Parliamentary Guard on the steps of Parliament, while the President's Guard will take position in front of the parliamentary buildings.

Among the bands playing in Adderley Street will be the Cape Corps Service

Homesick servant returns home

Cape Times 29/1/82 (294)

Staff Reporter

A YOUNG woman who wrote a letter to her grandmother in Beaufort West, complaining she was being held as a slave in a Cape Town home, was reunited with her grandmother yesterday.

Anna McLeod, 21, wrote begging her grandmother for "train money". She was being held as a slave and given a meal only once a day, consisting of scraps, she said.

Captain Bill Bailey, head of the detective branch at Parow, said he had personally investigated the case. He said Miss McLeod was merely homesick and had been returned to her grandmother by train on Tuesday night.

Speaking from the charge office at Beaufort West, Miss McLeod told the Cape Times that not all of her letters to her grandmother had been true. She had written because she was unhappy and wanted to return home. She had received R15 for ten days' work, she said.

Captain Bailey confirmed that he was still investigating individual cases in an alleged child-slavery racket in the metropolitan area of Cape Town.

Power cut ... trains

THEY RAN AWAY FROM 'SLAVERY'

ARGUS 27/1/82 294

By JOHANN POTGIETER

RECENTLY a group of about 14 young Victoria West women — one of whom had a two-month-old baby — 'escaped' from a farm near Clanwilliam.

They had no idea exactly where they were, but knew vaguely they could get home from the railway station at Calvinia.

So they walked.

They had no food, only a small bag of sugar. From time to time they took rainwater from puddles in the road and made sugar water to nourish themselves and the baby.

Their experience has resulted in a proposed new system to control the recruitment of workers at Victoria West.

Why do young women and children so regularly find themselves employed by both whites and blacks who expect them to act as 'slaves'?

IN the blazing summer days they had to build a potato bush shelter for Anna Jonkers's two-month-old daughter, Charlotte, and then leave her crying while they worked as hard as they could in the farmer's potato field.

They had been told R1 would be subtracted from their promised R3 daily wage if they as much as stood still, and they could not go into the bushes to relieve themselves.

The penalty for that, the 'baas' had said, would be R2 and he or his relatives always stood by to shout or threaten.

'You must harvest the potatoes like chickens picking mealies in the yard,' he had ordered them.



Jumped

They all came from the 'Noodkamp' (emergency camp) — a cluster of tin shacks in the arid veld beyond Asbult location at Victoria West — and had jumped at the offer when the white and blue truck came cruising through the streets last November.

The man offered R3 a day for work with melons and tomatoes; they would be housed in comfort,

They lasted about 10 days, and then when Oom Skippie came one morning they put their things on the truck.

'At the field, which was far away, we left our things and walked to the house to talk, and Anna Pieterse told him we could not go on like this.

'The baas said we musn't talk a lot, because he's a bastard when he gets going, so Anna Pieterse said then we want to go.

'It's far'

'He said: "Go, the road is wide and hot and white and far".'

That was a Friday morning. They had the sugar, and it had rained, so they scooped up muddy water from the dirt road and made sugar water.

There was no milk for the baby, and little shade to rest in.

They spent the night under a bridge, and by the Saturday afternoon several wanted to cry — 'Haai Here, now you can laugh.

'We were limping, some with one foot at a time, and big and small were just about ready to cry,' Trytjie Morris said.

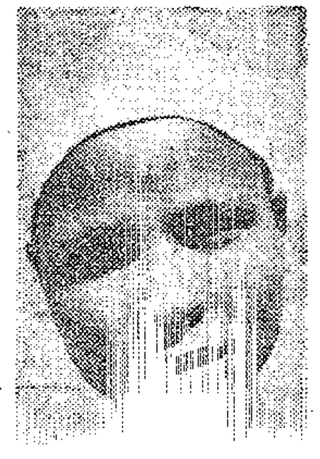
Truck

At about 4 pm a truck carrying sheep and wood

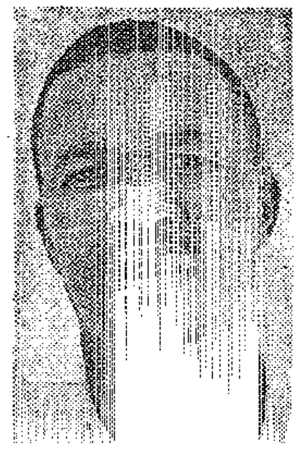


THE 'Noodkamp', Victoria West — home of the poorest, where there is least hope for good employment.









them home.

Trytjie Kerries, 38, got on and took her 18-year-old daughter, Trytjie Morris with her. So did Trooi and Jakkie Slingers, both adults, and Anna Jonkers with the two-month-old baby Charlotte.

The rest were younger: Barby Witbooi is about 16; Marie Loff and her sister, 'Pingmeid' Loff, are both about 18, and there were several others between 15 and 19.

On the square in front of the Stevens brothers' Indraf Kafee the man repeated the conditions, and Mr Scott Stevens, a businessman, felt they were in good hands.

Then, the 'draw' was held, and each of the women on the truck was given R10 as a 'voorskot' on their labour, so that they might buy whatever they needed on the spot.

All day

'We drove that whole day, and that night he dropped us at the three houses in the veld where we were to stay. It was late, and we settled in the rooms with the others whom we knew best,' Trytjie Kerries said.

Their troubles began at about 5 am the next day, when a certain Oom Skippies, a truck driver, came to fetch them and took them to a potato field. They could forget about melons and tomatoes.

'We had to go faster and faster. Anna Jonkers made a shelter for the child with potato bushes, because she couldn't stop to look after the child.

'We couldn't even stand up straight or they would shout at us, and we couldn't go to pee,' said Trytjie Morris.

At about 8 am they were allowed a brief rest for breakfast, but they could not sit down because there wasn't time. Again, at 1 pm, they had to eat standing up, and according to several of the group there never was enough time for all of them to drink water.

A third brief rest came at 4 pm, and they were finally taken home at about 8 pm or 9 pm.

'This went on day, after day. They always had a white man near us, and he was forever shouting. We were scared, because we didn't want to lose money for doing wrong,' Trytjie Kerries said.

Food

The only food they were given was mealie meal, and they augmented this by stealing reject potatoes from the field.

MISS ANNA JONKERS, 22, and her baby, Charlotte, who is now five months old. The baby was placed in a shelter built of potato bushes every day.

group clambered in among the sheep.

They were dropped just outside Calvinia — three hours later — and went to the railway station where they waited.

'We still hadn't eaten, and the Sunday we sent two aunties to the white people's houses to beg for food. They got some, but they ate it themselves.'

When Mr Scott Stevens in Victoria West heard of the matter he telephoned the farmer three or four times.

'I asked him why was he doing this. He was a father too, I said, and would he like it if this was done to his children. I asked him whether he can't fetch them from the station just to feed them, but he said it had nothing to do with him.

'He said they had gone at their own risk.'

The group was finally fed by welfare officials, and travelled home on train tickets bought by Mr John Stevens, chairman of the Victoria West management committee.

The women's experience has now resulted in a proposed new system to control the recruitment of workers at Victoria West.

Mr John Stevens told The Argus 'The people are so eager for work that they will take anything. In the end they come back here with blistered feet.

'We'll spread pamphlets in our area warning people that they must deal only with those employers who will sign a contract with them here, under the supervision of the management committee.

'The time for slavery is over.'

MRS Trytjie Kerries, 38: 'We didn't want to lose money for doing wrong.'

TRYTJIE MORRIS, 18: 'We couldn't stand up straight.'

MR Scott Stevens, Victoria West businessman . . . phoned farmer to protest.

MR John Stevens, chairman of the Victoria West management committee . . . 'time for slavery is over'.

'What must they do for a living?'

ARGUS 27/1/82 (294)



MRS Lena Matthys, 35: 'The best wage I ever earned was R20 a month . . .'

MRS Lena Matthys, of Beaufort West, has never in her life earned more than R20 a month, and that was for cooking a white family's food, washing, ironing, sweeping, making the beds, and looking after the children — seven days a week.

The last time she was able to find work she was paid R17,50 a month, and since then she has done casual domestic work at 50c a day.

'And then it's a whole day, working yourself to death,' she said.

Mrs Matthys, 35, of Ysblom Street in Rustdene township, said this was one of the reasons why she had allowed her 18-year-old daughter, Martha, to go to Cape Town as a servant, to work for an Indian family she had now apparently left.

'They lie when they say people here sell their children into slavery. Maybe there were such cases, but we are families and we want our children with us.

'Except what must they do for a living?'

Mrs Matthys said in her own experience whites in the town did not want to pay their domestic servants a decent wage.

EMPLOYED

Almost every family in Ysblom Street — far south of the town, on the furthest edge of the settlement — has one or more children employed as servants in Cape Town, most of them at the same group of families.

At a meeting of five mothers in one of the small houses last Thursday morning, no one knew exactly where her child was, and they all said they feared their children might be in trouble in the city.

On January 12, for example, Mrs Sarah Maans, 36, was telephoned at work by her 14-year-old daughter, Anet and asked for money so the child could get away from Cape Town.

'She said she was calling from a tickey box where she was not allowed to be and she was scared. She said she was bitterly unhappy and had to work until midnight or later,' Mrs Maans said.

NO MONEY

'She said I should send a letter saying her father was ill so she could prove she had to go. I had no money but I sent the only R10 I had to the address she gave me.'

Ten days later the registered letter was returned to Beaufort West. No such person was known at the address, wording on the envelope said.

'I don't even know if she's alive. I can't sleep at night.'

'SEX HER'

Mrs Katie Willemse's 16-year-old daughter, Francina, used to work for the same Indian family after she had fled her initial employer when, as her mother puts it, 'the man tried to sex her'.

Now, as far as Mrs Willemse knows, Francina works at a clothing factory.

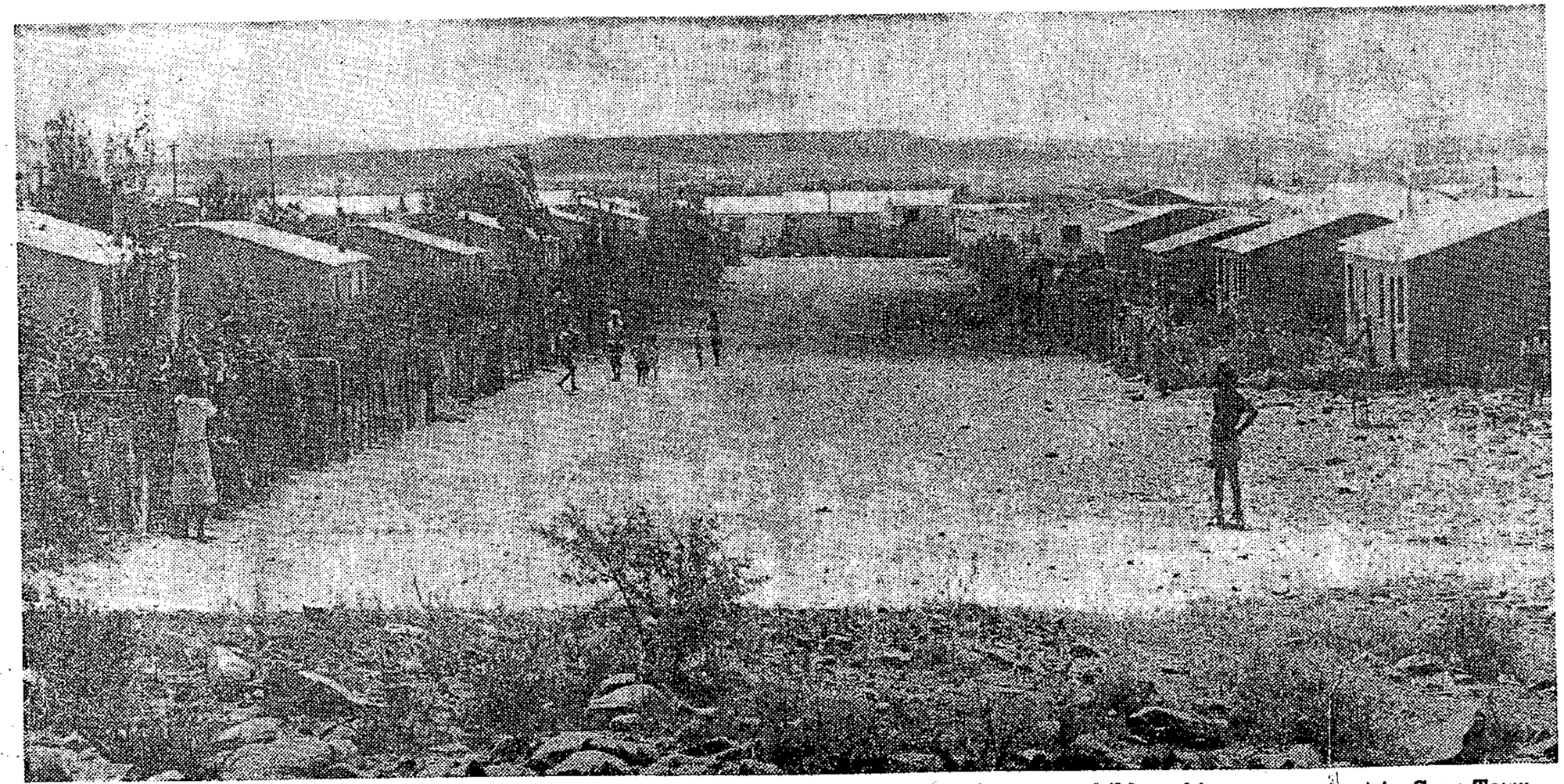
Among the Ysblom street children who recently came to Cape Town as servants are Awie Baardman, 16, Johanna Nail, 15, Japhta Grewel, 18, and Roselene Mostert, 13.



MRS Sarah Maans, 36: 'I don't know if my daughter is dead or alive.'



MRS Katie Willemse, 38: 'My daughter left her employer when he tried to sex her.'



YSBLOM STREET in Rustdene township, Beaufort West. Nearly every house has at least one child working as a servant in Cape Town.

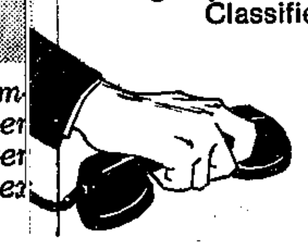
How do they do it?



THOSE PEOPLE NEXT DOOR, YOUR FRIENDS AT WORK, THEY ARE THE ONES WITH A NEW CAR. HOW DO THEY DO IT . . . EASY!

ARGUS CLASSIFIEDS

People buying and selling or checking the price of cars invariably make use of The Argus Classified section, accepted throughout the Cape as being the market place for every type of car you can think of, from humble saloons to exotic two-seaters. So if you are buying, selling or just looking, make use of The Argus Classified advertisements.



41-3211
Ask for Motors

CAPE TIMES 27/1/82

Girl's letter complains of 'slavery'

Staff Reporter

A LETTER begging for help is believed to have been smuggled out of a Cape Town home by a young girl who claims she is being held as a slave.

Police yesterday were investigating the circumstances surrounding the letter.

Mr Solly Essop, chairman of the Farm Workers' Union of South Africa, who has letter, believes the girl, Anna McLeod, is another of the victims of an alleged child-slavery racket in which young Boland girls are being recruited for domestic service in the Cape Town metropolitan area.

'Desperate'

"I am afraid for her life because she seems desperate," Mr Essop told the Cape Times yesterday.

In the letter, which is understood to have been smuggled out to a passer-by and which is addressed to her grandmother in Beaufort West, the girl writes:

"Hello Ouma. My health is in a very bad way.

"Ouma, the people for whom I work make me work like a slave. I get food only at night and then I get a chance to sleep. I want to come home because I am not enjoying my work here . . . I am homesick.

'Not her slave'

"I want to be home before the end of the month. I want to tell the woman I am not her slave . . . I can't even wash my clothes at night. It is now 2.30 in the night. I am closing my letter because I am now very sleepy.

"It is 3 o'clock now. Ouma help me please with train money so that I can come home. They don't want to give me money.

"Greetings to everyone. I am now going to sleep. I am very hungry because I get only scraps which I give to the dog."

Mr Essop said he visited the girl's grandmother in Skool Street, Beaufort West.

Begged

"The grandmother, Mrs Siena McLeod, was crying and begged me to do my best to get her child back.

"She said an Asian had taken the girl away with an offer of employment and a good wage."

Mr Essop added that the girl's boyfriend had visited Cape Town in an effort to fetch her. However, he was unable to free her from the house which was locked.

No response

When the Cape Times visited the address in Kensington, given by the girl in her letter to her grandmother, the house was found with door and windows locked. No one responded to the door bell.

A relative living in a separate portion of the same building confirmed that a coloured girl called Anna worked there but could give no further information.

Later, the Cape Times contacted Anna's "madam" by telephone.

"I've just had the police here asking Anna who brought her from Beaufort West," the woman said.

"She's not even been here 10 days. I've told her if she doesn't want to work, she must go home," she added angrily, before replacing the receiver.

Captain Bill Bailey, head of the detective branch at Parow, confirmed yesterday that he was still investigating allegations of child slavery.

Plea for help from alleged child slave

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"She said an Asian had taken the girl away with an offer of employment and a good wage."

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Later, a reporter managed to contact Anna's "madam" telephonically.

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EVENING POST, FRID

794

Training school for maids formed

E. Post 29/12/82

Post Correspondent

JOHANNESBURG — A training school for domestic servants has been started here to help improve the quality of their work and, according to the founder, some of them are earning up to R250 a month.

Mr Mel McDaniel, director of Readi Maid Services, said he was prompted to form the organisation after an investigation revealed that some affluent white families were "underpaying their maids and making them live under unsatisfactory conditions".

The school would improve their plight and put them in a better bargaining position with their employers, he said.

Prospective employers are charged a fee the service — and have to answer a questionnaire to the satisfaction of the organisation.

THREE domestic workers' associations have found a way of by-passing the Government's labour laws and are acting as employment agencies for black domestic workers, setting minimum working conditions before they allow their members to be employed.

R110 a month minimum for servants, says new labour agency

Two of the associations are organising working conditions and salaries for domestic workers in Cape Town and Port Elizabeth, in spite of the Government's rejection of the recommendation made in the fifth report of the Wiehahn Commission to extend trade union rights to domestic workers.

A similar organisation, the National Domestic Workers Union headed by Mr Magwaza Maphalala, has also been formed in Durban, although it is not yet bargaining for domestic workers.

In order to obtain domestic workers from the associations, employers must meet and maintain the minimum requirements.

The conditions of employment include: a minimum wage of R110 a month for full-time domestic workers, a daily wage of R10 and a minimum of R5 for half a day, an eight-hour, six-day working week, overtime pay, one months' paid leave, domestic workers shall not be dismissed as a result of pregnancy or illness, habitable living conditions, one month's notice either way, and children under 16 should not be employed as domestic servants.

The Domestic Workers' Association in Cape Town has a membership of more than 2 000 domestic workers, according to the chairman Mrs Maggie Oewies. They concentrate on employment for domestic workers in the Western Cape, where Mrs Oewies said they have had a fair amount of success.

'Obviously we would like to be a trade union but can't be, although we fulfil a similar function for domestic workers. We plan to continue making representations to the Department of Manpower about union rights for our members.'

Mrs Pat Maqina heads the Domestic Workers' and Sales Ladies' Association in Port Elizabeth, where a lot of ground has been covered for domestic workers.

'We have organised nearly 50 jobs for domestic workers since the beginning of December last year, and have now reached a stage where employers are telephoning us for advice

NEWS
Mercury Reporter

Help for domestic workers

Sowetan 29/1/82

Manufacturing maids for madams

294

MAIDS are made — or so it seems.

For the aunties who for donkey's years have been trampled on by society, ignored and grossly mistreated, there seems to be hope for a bright tomorrow, thanks to Readi-Maid Services.

Director of the services Mr Mel McDaniel has devoted his life to "making a better deal for these poor people and make them look forward to something".

The impression one gets when taken on a tour of the school is that Mr McDaniel is no idle-promise-man. And the hopeful look in the faces of his pupils — about one hundred job-hunting maids — endorses the belief.

Readi-Maid Services operates from a suite on the fifth floor of the inconspicuous Fleetway House in Bree Street, Johannesburg.

It is what could be called a school for maids, but is actually more closely described as a college for housewives.

It is an institution where everybody seems overcome by emotional gratitude.

"I gave up my job as a senior executive of an international company to help these people. They are human beings like me, have feelings like me, and since I started, I have never been happier. Their gratitude means the world to me."

Maid-of-the-year award winner Mrs Martha Buthelezi actually fights tears as she tells of her R90 to R440 a month zoom within four months of joining Readi-Maid.

By CHARLES MOGALE

"I can't say how I feel, son. I am satisfied? I am happy with my job, happy with everything. I can pay the rent, clothe myself and send the children to school. When I was taken up by these people my kids were roaming the streets.

Mr McDaniel who upgrades the maids' quality for free, turned away 54 house-holders last November because they wanted him to supply maids while they would not keep "the simple basic human needs" which are essential if he is to talk shop.

"I spend a lot of time telling householders where to get off. If they won't accept basic human conditions, well, they won't get human beings from me either," he said.

The simple conditions are:

- a basic salary of R80;
- bed;
- permission to receive visitors;
- working clothes to be supplied;
- reasonable working hours;
- time off and
- exemption from doing extra duties like cleaning cars.

"We are not asking for wall-to-wall carpets and television sets. But aren't our requirements basic human needs? A woman does not do a garden and clean cars to earn a living and maintain her pride and dignity," he said.

Prospective employers are given forms in which they fill in the progress of their employees. These are sent back to Readi-Maid who then select the maid of the month and ultimately maid of the year.

"The employers are saying they are happy with us, but what is more golden to us is the letters of gratitude we receive from the maids themselves," he said pointing to a letter on his notice board, written in scrawly hand and not exactly impeccable English — but full of love and thanks.

As for the training, which ranges from safety to top grade home economics, Mr McDaniel said: "They know now it is more for themselves than for their "madams". I tell them that if they hurt themselves because of carelessness or ignorance, their employers can always get replacements immediately, but their children can't get other mothers."

Perhaps indeed, maids are made.



MADE IT: Maid of the year award Mel McDaniel of Readi-Maid Ser with the maid of Decem

Cell deaths: officials to be questioned

Sowetan 29/1/82

By JOSHUA RABOROKO

tice Mathebe, Mr Lucas Modise and Mr Emmanuel Sethakga, all employed at the Bapong

the circumstances surrounding the their death.

The appearance of the



Domestic sues employer

(294) C. Herald 30/11/82

THE inability of a woman to produce her Pass book in the Cape Town Civil Court last week has led to the postponement of a civil action by a domestic worker who is claiming a month's salary and legal cost from her former employer.

Mrs Lena Lende of Special Quarters, Langa, alleged in court that when her employer dismissed her on February 15, 1981, she failed to pay her a month's salary of R60.

Mrs Lende has instituted the case against her employer's huband, Mr D H Goldberg of Marchant Avenue, Oranjezicht.

She said in evidence that when she applied for the job advertised by Mrs Goldberg in October 1980, she had made it clear that her Pass book was not in order. However, Mrs Goldberg had employed her and the matter was not discussed again.

RESIGNED

When she resigned on February 5 the following year because she was unhappy with her salary, Mrs Lende said she was asked to train a replacement, which she did.

She said she and Mrs Goldberg had had an argument on February 15 and she was told to leave immediately. Twice she returned to the house for her salary and was told that Mrs Goldberg did not have any money to pay her.

Mr S Levetan for Mr Goldberg argued that because Mrs Lende's contract was illegal, she had no case. He asked for absolution which was refused by the court.

PRODUCE

Mr Levetan also asked Mrs Lende to produce her Pass book in court claiming that she had told her employer that she would bring it in the next day.

This was denied by Mrs Lende who said that she did not have the time to go to the Administration Board to have her Pass book put in order.

The magistrate, Mr P L May, ordered that the Pass book be produced in court. The case was postponed for three weeks.

. . . . . R4⁵⁰
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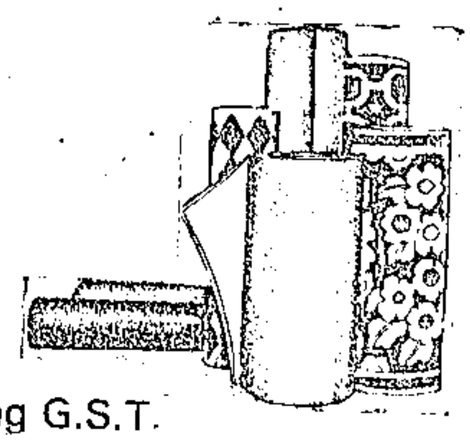
COST!

OST!

FURNITURE at COST



ıg G.S.T.

Housewives say the rate for domestic workers is too high

E. Post 26/11/82 (139) (294)

Weekend Post Reporter

HOUSEWIVES claimed in Port Elizabeth last night that the rate of R110 a month for full-time domestic workers, recommended by the Domestic Workers Association of South Africa (Dwasa) was too high for inexperienced workers or for those on a five-day week.

The housewives expressed their view at a meeting held between Dwasa and prominent figures in Port Elizabeth women's organisations.

In response to this Mrs Pat Maqina, secretary of Dwasa, said: "We are giving the domestics proper training in cleaning and cooking. Although this is done in small groups, we are confident that more will attend when they learn of our success."

While the cost of living had risen 14% in the last year, the wages for domestics had remained virtually unchanged

The Director of Labour for the East Cape Administration Board, Mr H J Swanepoel, has said that there is no minimum wage figure set down as it was a matter "between the employer and the employee".

Recommendations made recently by Dwasa include:

- A minimum monthly wage of R110 for full time workers.
- R10 a day for daily workers or R5 a half day.
- A working week of 44 hours or a working day of eight hours.
- 12 days sick leave a year.
- One month's paid leave annually.

Miss Elthia Suka, chairman of Dwasa, said that a better way of communicating between the bodies at the meeting was "long overdue".

A draft working agreement between domestics and their employers which has still to be released, would be presented to the women's organisations.

"The workers are scared to state what they want in case they lose their jobs," Mrs Suka said.

Mrs Maqina told the organisations that Dwasa regularly had mass meetings when they reported back to the domestics.

Young Emma — vanished in the big city

A WOMAN from Upington is searching Cape Town for her 17-year-old daughter, Emma, who came to the city two weeks ago to work for a wealthy Rylands Estate family.

Mrs Anna Maria Basson, 48, of Louisvale village near Upington, told The Argus she travelled to Cape Town to take her daughter home when she was told, on Saturday, that the undertakings given by the man who employed Emma might not be honoured.

But when she arrived at the man's house in Rylands on Tuesday afternoon Mrs Basson was told her daughter had left the house on Monday and had vanished into the city.

Mrs Basson's ordeal began when a friend of Emma, Elisabeth Waters, also 17, arrived home on Saturday after barely 10 days in Cape Town, and claimed she had been assaulted in the home where she worked.



MRS ANNA BASSON, of Louisvale, Upington, with the statement that made her come to Cape Town to fetch her daughter. Now her daughter has vanished.

Reports by JOHANN POTGIETER

ARGUS 1/2/82 (294)

SLAVERY

Child labour widespread on farms, says report

CHILD labour is 'widespread, hidden, and abused' in the South African agricultural sector, and the use of children as farm labourers is an integral feature of apartheid, according to the London-based Anti-Slavery Society.

In a report to the United Nations in 1980 the society said the scale and manner in which South Africans exploited child labour nevertheless remained largely hidden.

While official figures showed a 'surprisingly low' number of economically active children under the age of 15 — some 61 000 — research undertaken in South Africa had confirmed that the practice was widespread.

URBAN AREAS

'There are children working in the urban areas, too, as traders, newspaper vendors, supermarket and garage attendants and domestic workers and gardeners in white homes.

'But it is in the agricultural sector, where child labour has a history dating from the period of slavery, that it is most widespread, hidden, and abused,' the society declared.

'Farmers in South Africa have been using child labour since the earliest days of European settlement.

'As slaves in the Cape Colony during the 17th century, children served the household in its varied agricultural, pastoral, and domestic activities.

'Among the captives taken in Boer raids children worked as apprentices to farmers, as herdsmen, voorleiers, diggers of irrigation canals, and farm labourers.

'The purchase of children and the "apprenticing" of captives ontinued until late in the 19th century in spite of being officially illegal.

'Attitudes are slow to change. In the Republic discrimination is oppressive against black people in general; it is not surprising that black children still work unprotected from exploitation.'

Referring specifically to black children, the society said child labour on farms was officially prohibited under the age of 16.

EVIDENCE

There was nevertheless evidence that such children were recruited for farm labour 'on a massive scale', that parental consent was frequently not obtained, and that children were often misled about the nature of their work.

'Where parents have consented to their children's employment, it is because they have no option, being unemployed themselves, and because they have no other income.

'Children taken for work frequently disappear for long periods.'

W CAPE

Most of the society's research until then had concentrated on the Eastern Transvaal and Natal, but its work has now been extended to include the Karoo and Western Cape.

AT THE GATE

Emma and Elisabeth left Louisvale in the rich man's car on January 13 and Elisabeth — 'Bet' — was taken to the home of the man's brother, while Emma stayed in the home of the man with whom they had come to the city.

In a statement at the weekend — contained in a letter which Mrs Basson carries everywhere — Bet said she mentioned one evening that she longed for home.

'This Mr . . . heard of this, and suddenly he came into the kitchen and said I should take my things and go. It was 10 at night and I told him I would go the next morning.

'The next day I was going. The gate was open and I went out and found Mr . . . at the gate, furious.

'STRUCK ME'

'He asked me where I was going. My answer was that I did not know where I was going. I referred him to the event of the previous evening.

'He pushed me in through the gate and struck me across the face.

'I cried that I wanted to go home. He looked for a stick to beat me, but he did not find one.

'I went and busied myself with my work again, because I was scared of him,' Bet wrote.

A few days later she left the house and, after searching an entire day for the police station, she laid an assault charge against the man.

LITTLE FOOD

Bet's statement also contained allegations that she was given little food and made to work from early in the morning until late at night.

This, Mrs Basson told The Argus, stood in stark contrast to the friendly undertakings the rich man had given at Louisvale, when he asked if he could employ two girls, and she decided to fetch her daughter immediately.

In an hour-long telephone interview the two brothers — well-known businessmen — denied all the allegations and implications in Bet's statement.

Bet's claim that she was assaulted, one said, was 'a lot of nonsense, probably concocted because she felt she must present the authorities with a strong enough case so they would send her home.'

'RIDICULOUS'

The man said he, as a businessman, had at least 30 people in his employ and it was ridiculous to suggest he would assault a girl in Bet's position.

'The Athlone police spoke to me about the assault charge, and I duly made a statement. I was told they are dropping the case,' he said.

Emma, the other brother said, had left his home probably because she had come to Cape Town 'under false pretences.'

He added: 'She disappeared without telling anyone, taking her things with her. For all I know she simply used me to get a lift to the city because she had wanted to come here for other reasons.

'On Monday I saw a letter she had written to her mom saying she was happy.'

'PRIVILEGES'

Asked why he knew the contents of a private letter from Emma to her mother, the man said only: 'I read it and it was sent on.'

Emma, he said, had asked him for work. He had not, as claimed by both Mrs Basson and Bet in her statement, asked if he could employ them.

'I treated her as a member of my family. We took her to the ice show with us, and she enjoyed all the privileges of my home,' he said.

'Obviously one can't bring them down from Louisvale for a day or two only. It costs one money to transport them.

'I gave both mothers property of mine — tinned food, and so on, to the value of R4 or R5 — as an advance, and I advanced Emma money when she needed it.'

'PUZZLED'

The man said he would gladly help Mrs Basson find Emma, and indeed, he said, the girl had told two workmen at his home that she might come back. Mrs Basson would be 'most welcome' at his home.

A worried and puzzled Mrs Basson said she would not be in Cape Town if the whole thing had no basis in truth.

'I have no business here. I want to be home. But where is my child and why is she missing?' she asked.

Mrs Basson is seeing a lawyer. Her son, Johannes, who works for the railways, is helping her in the search.

Emma is light-skinned, slight, and about 1,5 m tall.

Information can be given to the nearest police station or The Argus during office hours. (41-3211).

Police methods 'deeply disappointing'

THE struggle against the abuse of child labour in South Africa is a 'losing battle' and there is reason to be 'deeply disappointed' about the indifferent attitude the State has adopted.

This was said this week by Mr Sollie Essop, chairman of the Farm Workers' Union, who has campaigned to expose 'child slavery.'

'The methods followed by the police here in Beaufort West are not the methods of an investigation.

'They are seeing the children as criminals, instead of those who abuse the children,' Mr Essop said.

'These are illiterate people who need care and patience.

'The people must feel they have confidence in the police. They must not be scared of the police. Why must they run to me with their problems.'

Mr Essop said certain policemen at Beaufort West had been 'extremely rude and sarcastic.' Local policemen had not approached him on the matter.

'Last Sunday, I realised the only names they were working on were those given to them by the Press and by me.

'I randomly selected a street here and within 30 minutes I had found more than 10 families who had experienced the problem.

'But the police here have not found a single name on their own.'

URGED TO CONTINUE

Mr Essop said after the publication last month of Argus interviews with former 'slave servants' many had urged him to continue and extend the investigation.

'A white man told me he was disgusted. Why did this kind of thing have to happen in our country?'

He said he also received abusive calls from Muslims and Indians called me, amongst other things, a 'f . . . renegade".'

'I was told to "stop persecuting Muslims" and a Muslim attorney wanted to know why statements in the Press "picked on Muslims."

'I told him because I have no choice. I have looked for Christian names — I have wanted to find them — and I'll continue doing so.'

Paul, 15, gets a kind of revenge after month working at 'prison' shop

By Johann Potgieter

THERE was a kind of revenge for 15-year-old Paul Gewers last Friday when police took him back to the shop where he was allegedly imprisoned for a month, and he could finally tell the garrulous woman: 'Keep quiet. Give the rest of us a chance too.'

Paul, from the impoverished 'Needkamp' at Victoria West, fled from the shop earlier that day, and made his way straight to the Parow office of Captain Bill Bailey, the officer investigating allegations of 'child slavery.'

His story began a few days before Christmas when an Indian man approached him in Victoria West and told him to go to a certain address in Rylands Estate if he wanted work.

'My mother still gave me R15 and said if I wasn't happy I should buy a train ticket and come home, and on Christmas Day I arrived here and found this place I had been sent to,' he said.

Man's shop

He was taken to the man's shop, and was rarely allowed to leave the building in the next month.

'I slept on the floor in the store room, with my own blanket and one they had given me. The man slept in the door so he could watch out for thieves.

'He never slept that I saw, always smoking or just watching, right through the night.'

Once, in daylight, Paul strolled out through the barred door and stood with the man's children. When the shopkeeper saw him he was told never to go out again.

Scolded

In his first days he had been scolded by the man's wife, and had cried.

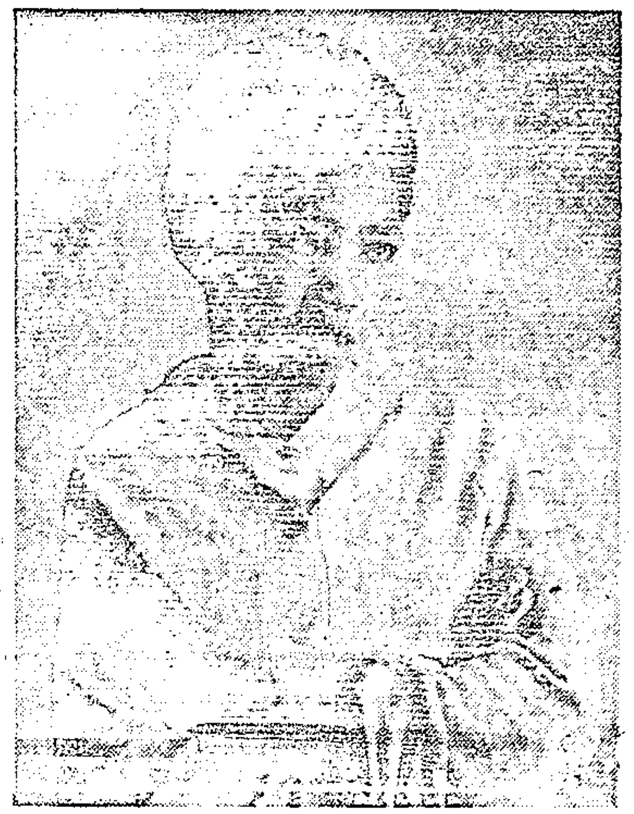
'She said I had told other people around there that she was bad to me, and I hadn't spoken to anyone. I hadn't even seen anyone, but she just shouted.'

His food was brought to the shop: rice, fish heads and bread.

Paul used the R15 his mother had given him to buy 'proper' clothes — trousers, a shirt, and so on — and was promptly accused of having stolen the money.



PAUL GEWERS, 15, ran from the shop to find police station.



GRIETA GESWIND, 15, slept on the floor in the lounge.

ARGUS 3/2/82

Finally, on Friday, he ran from the shop and began his search for the police station. At a garage he asked a 'baas' for directions, and was given a lift to the Parow station.

'I was crying, because my heart was sore and I wanted to be at home.'

That afternoon police took him back to the shop.

'This woman, she really loves shouting and scolding, and this time she was even shaking with anger,' he said.

'So I told her: "Hey, keep quiet. Give the rest of us a chance too. These are policemen here."

'And when her husband talked to the police he was saying wrong things, so I told him to shut up or tell the truth.'

The police, somewhat amazed, allowed Paul to gather his things, and the conversation switched to English.

Immediately Paul interrupted them: 'Speak Afrikaans I don't follow English too well, and I want to hear when he's lying.'

The shopkeeper agreed to pay Paul R50, but insisted that the money for the clothes had been stolen, and subtracted R15.

Grieta also

Police also took 15-year-old Grieta Geswind from the shop, and she was paid a full R50.

Grieta's father is a farm worker in the Hex River Valley, and she was recruited at her home before Christmas.

She was brought to the city with four other children — her sister Katriena, Angeline and Christine Willemse, and a boy called Kasatie.

He took the rest to their people straight away, but he said my people would fetch me the next day. They were the people who had Paul, and they came and took me away,' Grieta said.

On floor

She worked in the Rylands Estate house, and slept on the floor in the lounge. When police asked her if she wanted to go home, she answered 'yes' immediately.

Paul, whose mother is a widow, will return to Victoria West this week. He might take up work in a factory again, he said.



EMMA BASSON, centre, reunited with her mother, Mrs Anna Basson of Louisvale, Upington, and her brother, Johannes, who had helped in the search.

'Happy' Emma back with Mum

MRS Anna Basson of Louisvale, near Upington, was reunited with her daughter Emma yesterday after a week-long search and fears that Emma had fallen victim to a 'slave servant racket.'

Mother and daugher met again in the Parow office of Captain Bill Bailey, the police officer investigating a spate of allegations about child labour.

Mrs Basson, mother of eight children, came to the city 10 days ago when she heard from an 'escaped' friend of Emma that she was insulted and assaulted.

When Mrs Basson, 48, arrived at the Rylands Estate address where her daughter was supposed to be, however, she was told Emma had left the previous day.

In a telephone interview Emma's alleged 'master' — a businessman —said he could not understand why Emma left, since he had seen a letter the girl wrote to her mother saying she was happy.

In interviews at Parow police station yesterday the following emerged:

'LOCKED UP'

● The businessman saw the letter to Emma's mother long after it was written.

'In the first week,' Emma said, 'I was satisfied, yes. But then the three gates and the way I was locked up at night got to be too much for me.

'I was not given the same food that they ate and and I ran away when the woman wasn't there to stop me.'

● Emma is not 17 years old as she claimed, but 21. She and her mother said they had lied to get the help of the police.

● Emma is now employed by a policeman who lives in a flat in Surrey Estate. She says she is happy and wants to stay there.

Mrs Basson, whose husband is a municipal worker at Upington, will go home by tonight.

(129) (294) D. Dispatch 4/2/82

Margaret Richter tempts the new mother with a fresh grasshopper.
Photographs by Peter Ware.

Rate for domestic workers too high say EL women



Dawn Spring . . . rather high.



Elsabe Kemp ... high wages, more unemployment.



Freda de Lange ... R45 is reasonable.

East London women feel R110 — a recommended minimum monthly wage for a full-time domestic worker — is much too high.

Prominent local women and housewives this week expressed reservations about the pay recommendation made recently by the Domestic Workers and Salesladies Association ((Dwasa), a Port Elizabeth based organisation.

Unskilled workers with little or no experience could not expect to be paid such a "high" wage, they said.

The recommendations made by Dwasa include:

- A minimum monthly wage of R110 for a full-time worker.
- R10 a day for daily workers or R5 for a half day.
- A working week of 44 hours or a working day of eight hours.
- 12 days sick leave
- One month's paid leave annually.

Among East London women interviewed this week was Mrs Freda de Lange, wife of city councillor Robbie de Lange.

Mrs De Lange said R110 was "too high", but added that "those who think it is worth it for them, must pay it". She felt between R40 and R45 a month was a reasonable wage.

Asked what she would do if a minimum wage of R110 was law enforced, Mrs De Lange said: "If I cannot afford it, I suppose my husband will have to help. But I am not a lazy housewife — I will cope."

Former East London mayor, Mrs Elsabe Kemp, thought the recommended wage was "a bit high". "Especially when you work out that you provide a room, food, overalls and it never stops there," she said.

However, like most of the other women interviewed, Mrs Kemp felt the daily rate of R10 was not too high. "If you consider that you don't feed them or provide accommodation, it's not too much."

Law enforced minimum wages for domestic servants would "price them out of the market", Mrs Kemp said. "I would rather pay a reasonable salary and see more people employed," she added.

While employers who could not afford to pay the recommended minimum wage could resort to employ a char once or twice a week, Mrs Kemp considered it an unwise alternative. "Servants have more security with one employer. I think charring would make for a very unstable working situation."

Mrs Dvora Schweitzer, a social worker, said domestic servants were not workers in the accepted sense, but a "category of their own".

"We won't keep domestic servants at that price. Many of us just keep them on because we've had them for a long time," she said. Mrs Schweitzer considered between R55 and R60 a reasonable wage for a full-time servant.

A local business woman, who did not want to be named, said the salaries paid to East London women made it impossible for them to afford a domestic servant at R110 a month.

Mrs Soekie du Preez, a committee member of the Afrikaanse Dameskring, said she believed domestic workers deserved to be paid more than are being paid, but added that R110 was "a bit too much". She recommended that women employ chars if they cannot afford the minimum wage.

"I don't think it's necessary to have a domestic servant. And it's not necessary to pay R100 for one — with all the extras they are getting at least R110," said Mrs Veronica Theron, chairlady of the Afrikaanse Dameskring.

Mrs June Rein remarked that the duties of servants varied from household to household. "The output of the domestic worker differs from that of the worker in industry. I think women would have to stop working, because they cannot afford to pay such a wage," she said.

Mrs Val Viljoen, regional secretary of the South African Institute of Race Relations, said R110 would be too high a wage for a worker with no special skills.

"It would have to be a woman who is a housekeeper and could replace the working wife in the house."

Mrs Viljoen felt it was important that terms of employment be laid down before the servant starts the job. "Often they are too scared to ask what they will be paid," she said.

Mrs Loraine Robertson as one of the few women who thought the recommended R110 was not too high. "But I don't think the average household can pay out that sort of salary," she said.

Mayoress Dawn Spring said R110 was "rather high for this part of the world" and a wage "no single parent could ever afford".

Christmas cheer ended when servant lost job

(294) Star 9/2/82

The spirit of this Christmas past did not smile on Miss Hilda Bikisha. She showed a couple who called on her in her backyard room on Christmas Eve nothing but goodwill. Sadly, as a result, she lost her job.

This was the story a Johannesburg magistrate, Mr B E Dry, heard when Albert Mabozo, an electrician's mate, appeared before him charged with stealing a portable radio from Miss Bikisha's room in Fallon Road, Mondeor, Johannesburg, on December 24.

Joe Openshaw
Summing up



Miss Bikisha said that "when Albert Mabozo, who lives next door, and his girlfriend Nowanthla visited me on Christmas Eve and asked me whether I had a present for them, I said no — but they were welcome to share the meal I had prepared.

"After the meal I went to wash the dishes in the kitchen and when I got back later that night, they had left.

"Next morning I found the radio my madam had lent me was missing. I went and asked Mabozo if he knew anything about the radio and he said no.

"I told my employer the radio had gone and she said 'A radio cannot disappear just like that; you have stolen it' and dismissed me," said Miss Bikisha.

She then learnt through Nowanthla that Mabozo had taken her radio. She reported him to the police. He was arrested the day after New Year. The radio was found in his room.

Albert Mabozo, who pleaded not guilty told Mr Dry that before he left Miss Bikisha's room on Christmas Eve, he spotted the radio and realised she was busy in the kitchen and her room could not be locked. He decided to do her a good turn and took the radio to his room for safekeeping.

"Next day I told her what I had done for her and asked her whether I could hang onto the radio to listen to the Christmas news. She was agreeable.

Prosecutor Mr J Davidowitz could not understand why Albert Mabozo kept the radio until after New Year when he knew Miss Bikisha wanted it.

"I wanted to listen to the New Year news. I was about to return the radio when the police arrived," said Mabozo.

Mr Dry considered Mabozo's story a fabrication, found him guilty of theft and sentenced him to a fine of R100 (or 50 days) and four months' imprisonment suspended for three years.

Miss Bikisha went down on her knees in court, thanked the magistrate and asked for the radio to be returned. Mr Dry told her she would get the radio from the police.



DISCRIMINATION IN EDUCATION

F. AUERBACH

1. Discrimination between population groups in South Africa

In South Africa discrimination based on race and colour has come to be equated with inequality, injustice and deprivation. In education less money is spent on the schooling of the children of population groups discriminated against. There are usually more pupils per class,

Urgent labour inquiry called

Cape Times 22/12/82

Political Staff

THE Government last night called an urgent inquiry into the working conditions of the 2-million farm and domestic workers in South Africa.

The Minister of Manpower, Mr Fanie Botha, announced last night that the National Manpower Commission has been instructed to investigate methods of laying down minimum conditions of employment for these workers.

Because farm and domestic workers are excluded from South Africa's labour laws they have been regarded as the most exploited sector of the economically active population.

The government has in the past been criticized for not introducing some form of legal protection for the 1 200 000 agricultural and about 700 000 domestic servants.

Excluded

In a statement issued at midnight, Mr Botha said that 'owing to the particular working circumstances of farm workers and domestic servants' these people had been excluded from the scope of application of several laws administered by his department, including the labour relations act and the envisaged Conditions of Employment Act.

"On account of a variety of circumstances and developments, and because the authorities also have a responsibility to look after the interests of workers in these sectors, I have decided to direct the National Manpower Commission to urgently conduct an investigation into measures in terms of which minimum conditions of service in respect of the workers in these sectors could be regulated.

"As in almost every other country in the world, there are in South Africa a variety of factors which militate against the institution of formalized or structured conditions.

While this paper deals with measurable inequalities, it should be remembered that they are almost certainly more important than the differences in the treatment of one population group which are separated - ignorance of "the others". The tragedy is that this may last all their lives.

Consideration

"Factors which are peculiar to this sector and which must be taken into consideration are the intimate relationships between employers and their farm workers and employers and their domestic servants, the geographical distribution of such workers, the seasonal nature of farming operations, the influence of climatological factors such as rainfall on farming operations, the necessity of certain activities being performed on a daily basis.

2. Education

In our society, education has become one of the major responsibilities of governments. This has not always been so. In Britain, for example, the first State grant to schools was made in 1840. There was a time when people who wanted their children educated paid fees to schools organised to cater for the children of particular groups, or paid a tutor. A result of this was that the children of poor people often had no schooling at all, as is vividly portrayed in the novels of Charles Dickens. Gradually most countries have accepted that their governments had a responsibility to see that all children received a certain amount of education, irrespective of the wealth or poverty of their parents.

The financing of schooling varies from parents paying for the education of their own children to the State paying for the education of all the children from taxation. Naturally, the poor pay lower taxes than the better off, but in our day few would argue that this is a reason for the children of the poor getting an inferior education to that which the State provides for the children of those who are better off. In fact, there is today an opposite trend. In Britain, the Plowden [illegible] that it

25 years ago. In 1953 we spent 3,5% of our Gross Domestic Product on education, while the figure rose to 3,8% in 1963 and 4,0% in 1973. In contrast, the United States, from 1955 to 1966, increased its spending on education from 4,0% to 6,4%, the Netherlands from 4,6% to 7,6% (1955 to 1965). Zambia's spending rose from 2,6% in 1960 to 7,8% in 1968. We do not seem to rate education more highly in our scale of national priorities than we did a generation ago. Probably our overall spending on education will have to increase substantially in order to make a more equitable allocation of money to educational sectors presently discriminated against.

Education has become one of the major functions of most governments. By 1910 every major industrial state had provided elementary education for all its people and secondary and higher education for a small fraction. By 1960 secondary education for all and tertiary education for a larger proportion had been attained. The implication of providing some form of education for all is that education has to be made compulsory. In South Africa, before 1973, with insignificant

Farm workers, servants wage probe

Mercury Correspondent

CAPE TOWN—Minimum conditions of service for about 2 000 000 farm workers and domestic servants would be investigated by the National Manpower Commission, the Minister of Manpower, Mr Fanie Botha, announced last night.

The National Manpower Commission has been instructed to investigate methods of laying down minimum conditions of employment for these workers.

Because farm and domestic workers are excluded from South Africa's labour laws they have often been regarded as the most exploited sector of the economically active population.

The Government has, in the past, been strongly criticised for not introducing some form of legal protection for the 1 200 000 agricultural workers and about 700 000 domestic servants.

In a statement issued at midnight, Mr Botha said that 'owing to the particular working circumstances of farm workers and domestic servants' they were excluded from the scope of application of several laws administered by his department, including the Labour Relations Act, the Wage Act and the envisaged Conditions of Employment Act.

'On account of a variety of circumstances and developments and because the authorities also have a responsibility to look after the interests of workers in these sectors, I have decided to direct the National Manpower Commission to urgently, and after consultation with organised agriculture and the relevant organisations in respect of domestic servants, conduct an investigation into measures in terms of which minimum conditions of service in respect of the workers in these sectors could be regulated.

'As in almost every other country in the world, there are in South Africa a great variety of factors which militate against the institution of formalised or structured conditions of service for workers in agricultural and domestic services.

Protection

'This is, however, no reason why practical ways out should not be sought to ensure that workers in these sectors, just as workers in other sectors, also get the necessary protection insofar as this is practically possible.

'Factors which are peculiar to this sector and which must therefore be taken into thorough consideration, are the intimate and longstanding personal relationships between employers and their farm workers and employers and their domestic servants, the wide geographical distribution of such workers, the seasonal nature of farming operations, the influence of climatic factors such as rainfall on farming operations and the necessity of certain activities being performed on a daily basis.

'There are great numbers of workers in employment in agricultural and domestic service.

'In 1980 there were 1 200 000 agricultural workers and 700 000 domestic servants, thus a total of almost 2 000 000 workers.

'This represents 14,1 percent of the economically active population of the Republic of South Africa. The Government would not be fulfilling its responsibility if it did not also look after the interests of this large group of workers.

'I want to emphasise that I have requested the National Manpower Commission to liaise very closely with all interested parties in connection with the investigation and I want to appeal to all such parties to give their full co-operation in order to ensure that the investigation will serve the bests interests of the country and all those concerned,' Mr Botha said.

There was no indication in the statement when the far-reaching inquiry would be completed.

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Mercury 22/2/82

ROM 22/2/82 #65 4 294

Inquiry seeks protection for 2m labourers

Political Staff

THE Government last night announced an urgent inquiry by the National Manpower Commission (NMC) to blueprint terms for minimum working conditions for South Africa's 2 000 000 farm and domestic workers.

Because farm labourers and domestics fall outside the scope of existing labour laws, they are widely regarded as the most exploited sector of the economically active population.

And the Government has drawn strong criticism for not introducing some form of legal protection for the agricultural workforce — estimated in 1980 at 1 200 000 — and the 700 000 domestic workers.

In a statement issued at midnight, the Minister of Manpower, Mr Fanie Botha, said that "owing to the particular working circumstances of farm workers and domestic servants", they were excluded from the scope of several laws administered by his department.

He said the NMC would consult with organised agriculture and the relevant organisations in respect of domestics, then conduct an investigation into measures in terms of which minimum conditions of service for workers in these sectors could be regulated.

"As in almost every other country in the world, there are in South Africa a great variety of factors which militate against the institution of formalised or structured conditions of service for workers in agricultural and domestic services," he said.

But this did not mean practical ways should not be sought to ensure that workers in these sectors had the protection extended to those in other sectors, "insofar as this is practically possible".

Workers in these sectors represented 14,1% of the economically active population. "The Government would not be fulfilling its responsibility if it did not also look after the interests of this large group of workers."

Mr Botha said factors "peculiar to this sector" that must be taken into consideration were:

- The "intimate and long-standing" personal relationships between employers and their farm workers and domestic servants;
- The wide geographical distribution of these workers;
- The seasonal nature of farming operations;
- The influence of climate, such as rainfall, on farming operations; and
- The fact that certain work had to be done on a daily basis.

He said the NMC would liaise closely with all interested parties in connection with the investigation, and he appealed for full co-operation to ensure that the inquiry would "serve the best interests of the country and all those concerned".

ARGUS 22/2/82. (4p) (294)

Probe on farm work, servants

Political Correspondent

AN INQUIRY into minimum working conditions for domestic and farm workers has been ordered by the Minister of Manpower, Mr S P Botha.

This follows consultations with organised agriculture and domestic servants' organisations.

These two categories of workers are at present excluded from the application of several Acts administered by the Department of Manpower, among them the Labour Relations Act and the Wage Act as well as an envisaged Conditions of Employment Act.

Mr Botha said in a statement that the authorities also had a responsibility to look after the interests of these workers.

There were many factors militating against formalised or structured conditions of service for these workers, but this was no reason why practical ways of ensuring protection for them should not be sought, he said.

Factors peculiar to this sector were the intimate and longstanding personal relationships between employers and workers, the wide geographical distribution of workers, the seasonal nature of farming operations and the necessity of certain activities having to be performed on a daily basis.

In 1980 there were 1,2 million agricultural workers and 700 000 domestic workers. This represented 14.1 percent of the economically active population of the country, Mr Botha said.

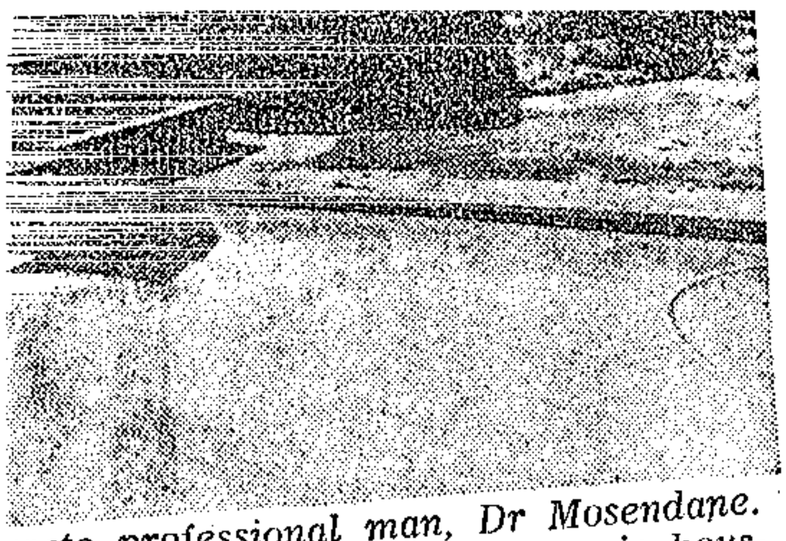
		60	
	Life Policy		60
	Policy written down to surrender value (See Note 1 below)		
04, Jan 1:	Life Policy	300	
	Bank		300
Jan 2:	Debtor (Insurance Company)	24 000	
	Life Policy		540
	Income from Life Policy		23 460
	being accrual of proceeds receivable		
Jan 2:	Income from Life Policy	23 460	
	Income Statement		23 460
	being closing entry		
Jan 31:	Bank	24 000	
	Debtor		24 000
	being receipt of proceeds		

Note 1:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 2:

The death of a partner automatically dissolves the partnership as legal and accounting entities. For this reason a partnership income statement would have to be drawn up for the period up to the date of death of the partner so as to ascertain the correct balance on his capital account. The proceeds from the life policy would be shown as income in this income statement and NOT credited direct to the partners' capital accounts.



weto professional man, Dr Mosendane. land unsuitable for sub-economic hous- in the Institute of South African Archi- mmodates the doctor, his wife and three bricks. (Read more about this unusual omorrow's issue of The Argus).

rt goes out to Burton

Argus Correspondent

VIENNA. — South African heart surgeon Dr Chris Barnard has been playing Good Samaritan to Richard Burton.

Burton, whose pending divorce from racing driver James Hunt's ex-wife, Susan, was announced on Friday, had been moping in his plush hotel suite and refusing to see anyone since his disastrous appearance at the high-society opera ball on Thursday night.

The film team — planning to leave for the south of Austria on Saturday to continue filming on location today with Burton in the title role of a film about Richard Wagner — was desperate.



Richard Burton

SENT-UP

Dr Barnard arrived at Burton's hotel late on Friday night and was sent straight up to the actor's suite. It is believed Dr Barnard himself suggested the meeting.

The two men have much in common.

Both have to live with the consequences of a broken marriage with a woman decades younger. And both live in the glare of publicity.

But while Burton moped and drowned his sorrows, Dr Barnard was flitting from event to event with the pretty, rising actress Evelyn Engleder.

AT HIS SIDE

She met him on Tuesday, went with him to the opera ball on Thursday and was still at his side on Saturday night when he was the star guest at a big Austrian television show.

The two men had their long bachelor meeting over a meal which was taken up to the hotel suite.

Whatever Dr Barnard said, it resulted in Burton breaking his isolation and getting him back o nthe the film set in the south of Austria today.

SAA flights boycotted

MELBOURNE. — Australian trade unions today began a week's boycott of flights by South African Airways in protest over the death in jail of Dr Neil Aggett.

Their action, which union leaders said would stop two flights, followed a similar ban last week directed at South African shipping in Australia.

Officials of the Austra- Council of Trade

protests over the death of Dr Aggett, who was found hanged in his cell on February 5. — Sapa-Reuter.

manage funds, and so avoid higher taxes.

The Administrator will tell the Cape Provincial Council on Wednesday whether he has succeeded in balancing this year's provincial budget without the need to increase taxes.

ESSENTIALS

In what is expected to be a 'tough' speech, Mr Louw will probably warn the public that provincial services will have to be pared to essentials only, and appeal to local authorities to follow this example.

Last year, when the Cape had hoped for some share in the Government's enormous gold tax bonanza, the Treasury announced a further cut of R10-million in the province's subsidy after Mr Louw had announced his budget for 1981-82.

This year Mr Louw has already warned of a lean time ahead. The Transvaal Administrator announced substantial tax increases and the Free State Administrator warned of difficult days ahead, when they addressed their provincial councils this month.

COMMITTED

Mr Louw is firmly committed to resisting tax increases on the basis that the man in the street is already struggling against inflation, high municipal rates and taxes, and the erosion of his money.

Since he became Administrator more than two years ago, Mr Louw has repeatedly managed to balance the budget in spite of enormous economic pressures — increased costs hit the Provincial Administration just as hard as they do the man in the street or other tiers of government.

In January last year, it seemed inevitable that both hospital fees and motor licences and related fees would be increased. Instead, 'adjustments' were made with both government and opposition benches agreeing they were necessary.

WARNINGS

In his speech on Wednesday, Mr Louw will certainly give some long-range warnings about the financial difficulties ahead. But his main task will be to end the present financial year on March 31 with a balanced budget.

Farmers to aid labour inquiry

THE Western Cape Agricultural Union has undertaken to co-operate 'to the best of our ability' with the Manpower Commission inquiry into working circumstances of farm workers and domestic servants.

The union chairman, Mr Peter Robertson, said today he hoped a 'fair and objective report' would be of value to both farm labourers and their employers.

The union, he said, pursued an enlightened policy on wages and housing, and was continually advising its members and urging them to bring farm wages in line with the cost-of-living index.

ISOLATED

'Our union cannot lay down fixed norms for farm wages and are aware of isolated cases where individual farmers possibly do not give labourers a fair deal.

'But nowhere is there any law or agricultural policy to prohibit farm labourers from seeking greener pastures.'

Housing and rations, Mr Robertson said, were not given 'the true reflection of their monetary worth', since the average wage-earner looked largely at cash in hand.

R100 EACH

'In my own case, two new labourers' houses built in the past year cost us R100 a month each for interest and redemption, and this figure is higher in the intensive farming areas, where building costs are higher.'

Farmers had to compete with the building trade for workers, but the rise in farming income was equal to only between 5 and 10 percent of food-price increases a year.

In spite of this and a reduction in the number of workers employed, the wage bill of many farmers had doubled since 1978.

See Page 6.

MID-MONTH 'GOLD' SPECIALS
FACTORY OF KENILWORTH

Servants, farm workers get probe

AN INQUIRY into minimum working conditions for domestic and farm workers has been ordered by the Minister of Manpower, Mr S P Botha.

This follows consultations with organisations for these workers who at present are excluded from the application of several Acts administered by the Department of Manpower, including the Labour Relations Act and the Wage Act.

Mr Botha said in a statement the authorities also had a responsibility to look after the interests of these workers. There were many factors militating against formalised or structured conditions of service for these workers, but this was no reason why practical ways of ensuring protection for them should not be sought, he said.

Factors peculiar to this sector were the intimate and longstanding personal relationships between employers and workers, their wide geographical distribution, the seasonal nature of farming operations and the necessity of certain activities having to be performed on a daily basis.

In 1980 there were 1,2 million agricultural workers and 700 000 domestic workers, representing 14,1 per cent of the economically ac-

SOWETAN REPORTERS

Mr Ron Miller, the New Republic Party's spokesman on manpower, said: "If ever there is a group of workers who are open to abuse by employers it is those in the domestic working sector."

He urged the National Manpower Commission to treat the investigation as a top priority.

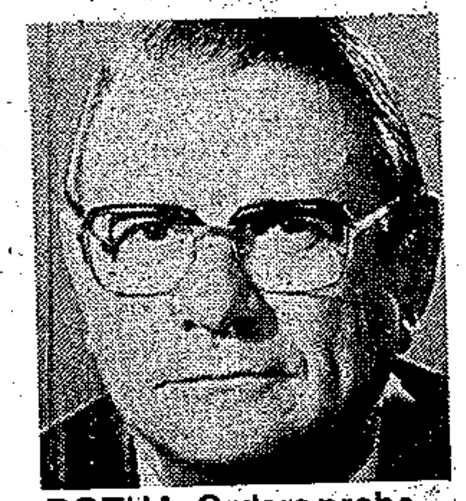
Mr Ralph Hardingham, the NRP's spokesman on agriculture, said farmers generally would welcome the investigation because there had been a great deal of unfounded criticism levelled at the farming community in regard to the treatment of their staff.

"An aspect that is not appreciated by the public is the bond of loyalty and responsibility that exists between a farmer and his staff as well as the welfare of the families involved — this is a responsibility that has not fallen on the shoulders of the employers in urban areas and until recently has not even been appreciated by them.

"It is true that odd cases of exploitation of labour have been brought to light which has tended to nullify so much of the good work that so many farmers have carried out to improve the conditions of their staff.

"The farmers must not see this investigation as a witch hunt but as a vehicle to streamline a policy which will lead to a more contented and productive labour force."

See Comment, PAGE 6



BOTHA: Orders probe.

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Year 02 - same as year 01

03, Jan 1: Life Policy
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Dec 31: Income
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The investigation has been said to be "long overdue" and has been welcomed by a wide range of spokesmen.

The Opposition spokesman on labour matters, Dr Alex Boraine, said these groups were among the "most exploited in the South African labour field."

"There will undeniably be strong lobbying from farmers and employers of domestic servants to retain the status quo. This will be negative and counter-productive, and I hope the Minister will proceed as soon as possible," he said.

Mr David Curry, national chairman of the Labour Party, said his party welcomed the investigation and urged the Government to urgently legislate protection for these groups.

Mr Curry said many farmers had improved housing and service conditions, but there were still complaints. "And we don't want to lay this thing at the door of the white community only. Exploitation occurs in black homes as well."

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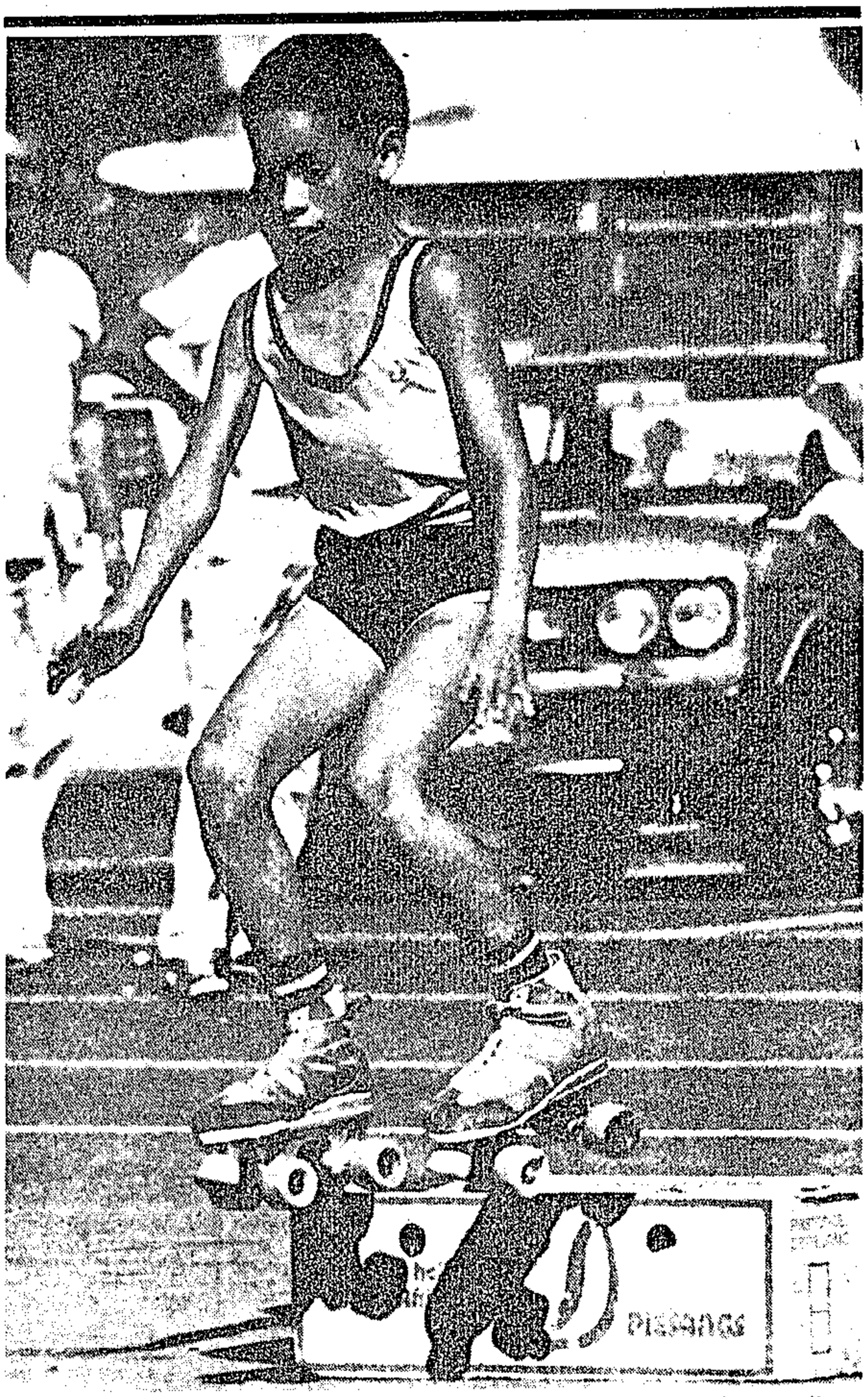

Nine-year-old John Roman jumps over a cardboard box during a roller-skating get-together at the Grand Parade on Sunday afternoon. Three clubs — the Reggae Rollers, Tigers and Freeway Cruisers — took part in the informal get-together which was watched by about 150 people.

CAPE TIMES 23/2/82

Domestic, farm workers want 'decent' wage

By ENRICO KEMP

ORGANIZATIONS representing domestic and farm workers yesterday welcomed the National Manpower Commission's inquiry into their service conditions, but emphasized the need for a "decent" minimum wage.

However, the powerful South African Agricultural Union (SAAU), which represents white farmers throughout the country, yesterday consulted with the Minister of Manpower, Mr Fanie Botha, and later issued a statement welcoming the fact that the government had not yet made any decisions on minimum employment conditions for farm workers.

Constant study

The union's president, Mr Jaap Wilkens, said the SAAU "constantly studies the service conditions of its labour force". The union would inform the National Manpower Commission of its stand after consulting its affiliates, he said.

The chairman of the South African Farmworkers' Union, Mr Solly Essop, said he was "thankful" for the inquiry, but hoped that the National Manpower Commission would determine a minimum wage independently.

"The whole thing will be stillborn if the Agricultural Union is allowed to have any say in the fixing of a minimum wage for farm workers. The National Manpower Commission must determine a minimum wage on its own initiative," Mr Essop said.

Professor Francis Wilson, professor of labour economics at the University of Cape Town and director of the Southern Africa Labour Development Research Unit (Saldru), said: "Saldru welcomes the inquiry. It is long overdue and badly needed in South Africa. We hope that the commission will be able to ascertain directly from the workers their views on wages and working conditions."

Saldru hosted a major conference on farm labour in Cape Town in 1976. Papers delivered at the conference were compiled and published in a book "Farm Labour in South Africa".

The Domestic Workers' Association (DWA) yesterday expressed the hope that the inquiry was not "the beginning of a systematic attack on the development of independent domestic and farm workers' organizations".

In a statement issued by its chairwoman, Miss Maggie Oewies, the DWA said it had seen how the government interfered in the affairs of independent worker organizations by prescribing how they should operate and by laying down minimum wage and other conditions which were below the average being paid.

"We have seen this happening with compulsory registration of independent black industrial unions under the Labour Relations Act of 1981. We have also seen the Wage Act used in the past to fix minimum wages for certain industries and areas at figures below those suggested by employers," Miss Oewies said.

R110 minimum

The association expressed concern at Mr Botha's statement that the inquiry had to take into account the "intimate and longstanding relationships" between employers and domestic workers and farm labourers.

"No attempt must be made to evade the fundamental question of a minimum wage that ensures a decent level of subsistence above the poverty datum line," Miss Oewies said.

The DWA and two other organizations representing domestic workers recommended a minimum wage of R110 for all full-time workers in January this year.

Man is cleared in drug case

Staff Reporter

A CAPE TOWN magistrate yesterday acquitted a man charged with possessing a mandrax tablet because the State could not prove that the tablet contained methaqualone.

Mr Eric James Jackson, 20, of Second Avenue, Diep River, had pleaded guilty

1 000 expected at Louw's garden party

Staff Reporter

ABOUT 1 000 people will attend the garden party of the Administrator, Mr Gene Louw, at his official residence, Leeuwenhof, tomorrow night.

The garden party, which used to be an annual event, is the first to be held in three years. This was for reasons of economy, Mr Louw explained.

Among the guests attending will be the State President, members of the House of Assembly, Provincial Council, Presi- newspaper editors, heads of state and provincial departments, and mayors of towns in the Peninsula and vicinity. It is not yet certain whether the Prime Minister, Mr P W Botha, will attend.

● The gardens of Leeuwenhof will be open to the public this Saturday between 9am and noon.

Visitors, who are requested for security reasons to carry some form of identification, will be asked to make a donation of at least R1 to the Chris Barnard Fund, of which

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Agriculture would resist wage rises for workers

We will cut back on our labour force, farmers warn

Mercury Reporter

NATAL farmers yesterday reacted cautiously to the proposed investigation into the conditions of farm labourers by the National Manpower Commission but warned they would resist any attempt to raise wages above present levels.

South Africa's 1 200 000 farm workers have so far been excluded from labour legislation.

Farmers interviewed by the Mercury said that if the commission led to an increase in workers' wages then they would mechanise and reduce their labour force.

A spokesman for the Wattle and Timber Growers' Union said farmers were having to bear increased fertiliser costs, equipment cost and increased interest rates set by the Land Bank.

'If they had to cover increased wages on top of this most of the farmers would reduce their labour force,' he said.

The spokesman said there had been an incredible drop in the number of people entering farming because of increased costs.

He added it was a difficult situation for the Government and the farmer to cope with as a drop in the number of farmers would lead to an increase in unemployed workers.

Mr Heinz Bartels, an Impendle farmer, said: 'You can't pay labourers something you haven't got.'

Farmers interviewed felt that the situation of farm workers was very different to that of a worker in industry in that they received various perks. If these were taken into consideration they said they would welcome the commission.

Depending on the area, the perks underlined by farmers yesterday included housing, schooling for labourers' children — in some cases the farmer paid for school uniforms and books — pensions, medical services and some farmers gave a cattle allowance to their labourers.

The secretary of the Natal Agricultural Union, Mr Alwyn Bisschoff, said it was too soon to form an opinion on the commission but said they would be discussing it with the farming sector.

He said an examination of the conditions of farm workers would be an extremely wide undertaking due to the diversity of types of farming.

'Some types of farming rely on casual labour, some on seasonal labour and others had a semi-skilled permanent labour force.

'The position in farming is much more complex than industry where they have nothing to do with the worker once he has left work. The farmer provides accomodation and often medical services for his workers,' he said.

The general-secretary of the National Federation of Workers, Mr Mathews Oliphant, said they would be presenting their demands to the commission as they regarded it as a 'step in the right direction'.

Their primary demand would be to have both domestic workers and farm labourers falling under present labour legislation, particularily the Workman's Compensation Act and the Unemployment Insurance Act, he said.

The Unemployment Insurance Act provides ordinary unemployment benefits, maternity benefits, illness allowances and death benefits whereas the Workman's Compensation Act provides compensation for loss of earnings due to disabilities arising out of accidents contracted at work.

The community worker in Durban for the Domestic Workers and Employers Project (DWEP), Mrs Mary Mkhwanazi, yesterday welcomed the announcement that minimum conditions of service for about 700 000 domestic workers in South Africa were to be investigated.

Mrs Mkhwanazi said that she cried tears of joy when she heard the announcement by the Minister of Manpower, Mr Fanie Botha, on a news bulletin yesterday.

She said that Mrs Audrey Cobden, the founder of DWEP, would have been overjoyed because she had been pressing for this move for years. Mrs Cobden has left South Africa to live in Canada.

Mrs Mkhwanazi said she hoped it would not take long for legislation in this regard to be enacted.

'We have waited and suffered long enough since we submitted a memorandum on this subject to the Wiehahn Commission on labour legislation in 1977,' she added.

Senior opposition spokesman have welcomed the Government's inquiry into minimum service conditions for domestic and farm workers.

Both the Progressive Federal Party and the New Republic Party have urged the Government to treat the inquiry as a 'priority' and have said that 'regional' conditions should be taken into account.

'This inquiry is long overdue. We have been asking for this for some time and I can only hope that it will be done with all speed,' Mrs Helen Suzman, chief Opposition spokesman on urban black affairs, said yesterday.

'It is a complicated issue. Great care should be taken not to jeopardise existing employment and the investigators should make allowances for regional factors.

'These two categories of workers are among the most exploited in the country in terms of wages, working hours and general conditions.'

Both categories had the added disadvantage of 'immobility', particularly farm workers.

Mr Ron Miller, chief NRP spokesman on manpower said: 'If ever there was a group of workers who were open to abuse by employers it is the domestic workers. I urge the inquiry to treat the investigations as top priority.'

Mr Ralph Hadingham, the NRP's agriculture spokesman, said farmers would welcome the inquiry because there had been a great deal of 'unfounded' criticism about their treatment of staff.

The public had not appreciated the bond of loyalty and responsibility which existed between the farmer and his staff.

This responsibility had not fallen on the shoulders of employers in the urban areas, he said.

'It is true that odd cases of exploitation of labour have been brought to light which has tended to nullify so much of the good work that so many famrers have carried out to improve the conditions of their staff,' he said.

Farmers should regard the investigation not as a witch-hunt but as a vehicle to streamline a policy which would lead to a more contented and productive labour force.

'I must emphasise that it is absolutely essential that this investigation be conducted in close-operation with organised agriculture, particularly local farmers' associations,' said Mr Hardingham.

'This is important because the fringe benefits which are associated with the whole structure of wage determination vary from area to area.'

23/2/82 (4) (294 D. Dispatch

Academic warns on minimum farm wage

EAST LONDON — A Rhodes University academic warned yesterday against setting minimum wages for farm workers.

Mr G. G. Antrobus, who has done research on farm labour conditions in the Albany district, was commenting on the Department of Manpower Utilisation's move to inquire into the working conditions of the country's 1,9 million farm and domestic workers.

Organisations representing domestic and farm workers generally welcomed the inquiry. But emphasised the need for a "decent" minimum wage.

Mr Antrobus, who interviewed 80 farmers in the course of his research, said the actual cash wages of farm workers made up about 25 per cent of their total remuneration.

"Farm workers get purchase and no-purchase rations and also receive housing and grazing land on which they plough and plant crops," Mr Antrobus said.

It would be unwise and unfair to base earnings on cash received.

"A labourer would probably be better off with grazing land for five or six cattle than just a good salary and people have to realise this is one of the trickiest questions of the farm labour situation," he said.

Another problem was one of seasonal labour — wives and families of the regular workers — employed on a daily basis.

"They probably are paid less than regular workers because they don't enjoy much in the way of rations," he said.

If a minimum wage was introduced, farmers might be prepared to pay it but would have to charge for housing and other privileges.

However, Mr Antrobus thought the area of working hours was one which needed investigation.

Pay had to be taken into account in relation to the total number of hours worked a month.

He said that on many farms the hours were very long, even though farmers had been reducing them in recent years.

"However, certain activities — like the milking of cows — have to be done every day".

He thought it would be difficult to set down fixed times like 8 am to 5 pm because of the unpredictability of the weather.

"One other very important point is the effect the minimum wage will have on total farm employment because if the minimum wage is set too high, many farmers will be forced to mechanise."

Another academic, Dr Simon Bekker, of the Institute for Social and Economic Research at Rhodes University, welcomed the inquiry and said there was a need for improvement in housing as poor housing often resulted in skilled workers being lost to the towns.

However, the powerful South African Agricultural Union (SAAU), which represents white farmers throughout the country, consulted with the Minister of Manpower Utilisation, Mr Fanie Botha, yesterday and later issued a statement welcoming the fact that the government had not yet made any decisions on minimum employment conditions for farm workers.

The union's president, Mr Jaap Wilkens, said the SAAU "constantly studies the service conditions of its labour force". The union would inform the National Manpower Commission, which is to carry out the inquiry, of its stand after consulting its affiliates, he said.

The chairman of the South African Farmworkers' Union, Mr Solly Essop, said he was "thankful" for the inquiry, but hoped that the National Manpower Commission would determine a minimum wage independently.

"The whole thing will be stillborn if the agricultural union is allowed to have any say in the fixing of a minimum wage," he said.

On the question of domestic servants, Mrs V. Viljoen, of the Border branch of the South African Institute of Race Relations, which has done much work on its Domestic Workers and Employment Project, felt the inquiry was "tremendous".

But she said the question of minimum wages worried her as they could be set so low as to be meaningless.

Dec 31: Income Statement
Insurance Expense
being closing entry
300

01, Jan 1: Insurance Expense
Bank
being payment of premium
300

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(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

ACCOUNTING A

Mixed feelings about probe on servants

Sowetan 25/2/82

THE ANNOUNCEMENT of an inquiry into working conditions of domestic and farm workers has been recieved with mixed feelings by domestic workers in Johannesburg.

Some could not believe that a move to improve and safeguard their workforce is due. Others expressed excitement over the news.

A mother of five, Mrs Maria Dibetlo, said they were the last workers that can be recognized by the Government. She believes that only her employer can decide on what to pay her.

She earns R70 a month and although it is not sufficient for the maintenance of her children, she believes that half a loaf is better than no bread.

Another domestic worker, who refused to be identified, told **The SOWETAN** that she would not raise her hopes on "empty promises".

She earned "ten shillings" (R1,00) a month when she started work in 1965, when her youngest child was a month old. Her monthly wage is now R65.

When she went on maternity leave, she had to get a relative to replace her for a period of three months. All she got as maternity benefits was a knitted baby suit from her employer.

She was also ordered to return to work as soon as possible because her employer was not prepared to keep "unknown" workers.

A gardener told **The SOWETAN** that it will probably take the Government "some years' to better their working conditions.

Mr Simon Tshengo added that this move was long overdue, and most domestic servants have learnt to live under exploitation.

Mr Tshengo augments his monthly earnings of R100 a month by working at a pub at night. He has been at the job for two years, but does not know a thing about leave pay and other benefits.

A member of the Randburg Centre of Concern said she appreciated the Government's move on the welfare of domestic workers. Miss Disebo Moloi said the Government has at last recognised domestic servants as part of the most important workforce in the country.

The Domestic Workers Employment Project (Dwep) welcomed the Minister's announcement about a commission to look into conditions of work for domestics.

In a statement released yesterday, Mrs Leah Tutu says Dwep has been campaigning for the inclusion of domestic workers in the country's labour legislation for years.

"We hope in laying a minimum wage, the Minister will take a realistic view of the cost of living. It is a disgrace that workers should not be protected by the Government against their unscrupulous employers.

"Domestic workers, like any other worker sometimes get injured in the course of duty — why can't they claim Workman's Compensation?"

Mrs Tutu said Dwep hopes the Minister will treat this as a matter of urgency.

Will probe tackle issues?

OMBUDSMAN Eugene Roelofse has challenged the State-appointed inquiry into the working conditions of farm and domestic workers to look into the "real issues" affecting these labourers.

By LEN MASEKO

Mr Roelofse, who in the past few years has investigated the working conditions of farm labourers, told **The SOWETAN** yesterday that he would welcome the inquiry only if it gave an in-depth look into the following issues:

- Wage structures,
- Housing conditions,
- Child labour on certain farms,
- Irregularities with contracts of workers who come from homelands,
- The "sjambok-rule" on certain farms.

"Whether the inquiry will serve any use will depend on its terms of reference," Mr Roelofse said. "It will also depend on whether this will be an inquiry exclusively by the Manpower Commission or by farming interests".

He said the maltreatment of farm labourers was "tied up" in the attitude of farmers who took the concept of being "baas op die plaas" to extremes.

"I do not think that any self-respecting farmer who treats his labourers as human beings has got anything to fear from an in-depth inquiry.

"There are already farmers, particularly in the Western Cape, who use modern management methods in their farms. They pay and house their workers properly," he added.

He said there were farmers who paid their workers slave wages. These farmers — who he called "sadists" — would resist the recommendations aimed at "bringing them into the 20th century".

Mr Roelofse said he had offered "photographic" evidence to the Manpower Commission on maltreatment of farm workers, and is expecting a reply from the commission "soon".

ACCOUNTING A

SOLUTION TO: GL5

(1) Premiums Treated as Business Expense

01, Jan 1:	Insurance Expense	300	
	Bank		300
	being payment of premium		

Years 02 and 03 – same as 01

Dec 31:	Income Statement	300	
	Insurance Expense		300
	being closing entry		

Jan 2:	Income from Life Policy	24 000	
	Income Statement		24 000
	being closing entry		

Jan 2:	Debtor (Insurance Company)	24 000	
	Income from Life Policy		24 000
	being accrual of proceeds receivable		

04, Jan 1:	Insurance Expense	300	
	Bank		300

01, Jan 1:	Insurance Expense	300	
	Bank		300

NMC INQUIRY (5) (294)

Government announces an enquiry by the National Manpower Commission to blueprint terms for minimum working conditions for SA's 2m unprotected farm and domestic workers. They represent 14,1% of the economically active population. FM 26/2/82

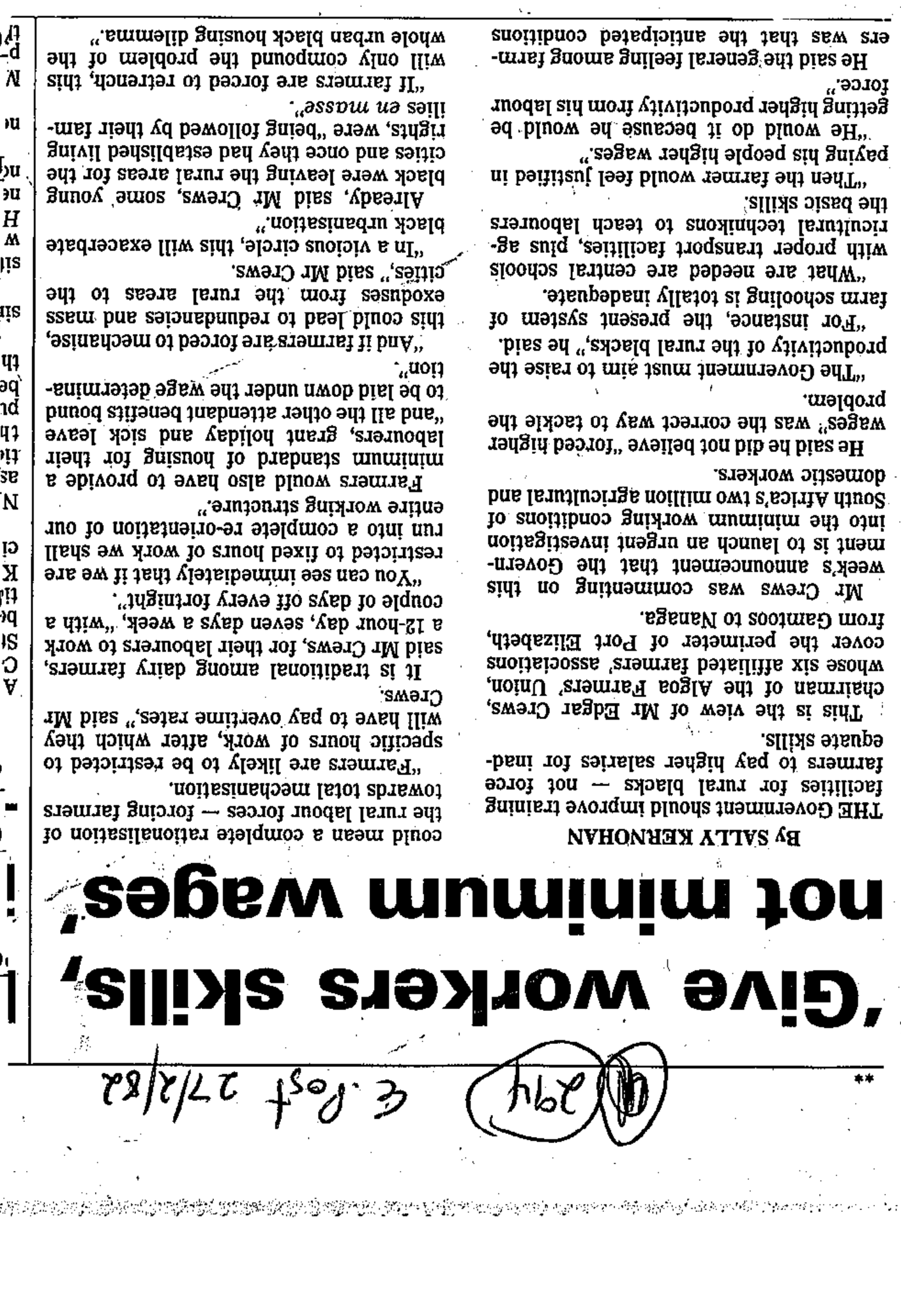
SOLUTION TO: GL5

(1) Premiums Treated as Business Expense

01, Jan 1:	Insurance Expense	300	
	Bank		300
	being payment of premium		
Dec 31:	Income Statement	300	
	Insurance Expense		300
	being closing entry		

Years 02 and 03 - same as 01

(2)



THE Government should improve training facilities for rural blacks — not force farmers to pay higher salaries for inadequate skills.

This is the view of Mr Edgar Crews, chairman of the Algoa Farmers' Union, whose six affiliated farmers' associations cover the perimeter of Port Elizabeth, from Gamtoos to Nanaga.

Mr Crews was commenting on this week's announcement that the Government is to launch an urgent investigation into the minimum working conditions of South Africa's two million agricultural and domestic workers.

He said he did not believe "forced higher wages" was the correct way to tackle the problem.

"The Government must aim to raise the productivity of the rural blacks," he said.

"For instance, the present system of farm schooling is totally inadequate.

"What are needed are central schools with proper transport facilities, plus agricultural technikons to teach labourers the basic skills.

"Then the farmer would feel justified in paying his people higher wages."

"He would do it because he would be getting higher productivity from his labour force."

He said the general feeling among farmers was that the anticipated conditions could mean a complete rationalisation of the rural labour forces — forcing farmers towards total mechanisation.

"Farmers are likely to be restricted to specific hours of work, after which they will have to pay overtime rates," said Mr Crews.

It is traditional among dairy farmers, said Mr Crews, for their labourers to work a 12-hour day, seven days a week, "with a couple of days off every fortnight".

"You can see immediately that if we are restricted to fixed hours of work we shall run into a complete re-orientation of our entire working structure."

Farmers would also have to provide a minimum standard of housing for their labourers, grant holiday and sick leave "and all the other attendant benefits bound to be laid down under the wage determination".

"And if farmers are forced to mechanise, this could lead to redundancies and mass exoduses from the rural areas to the cities," said Mr Crews.

"In a vicious circle, this will exacerbate black urbanisation."

Already, said Mr Crews, some young black were leaving the rural areas for the cities and once they had established living rights, were "being followed by their families *en masse*".

"If farmers are forced to retrench, this will only compound the problem of the whole urban black housing dilemma."

He said the general feeling among farmers was that the anticipated conditions

**

Pay up!



● Domestics at work — having the kids cared for while mum works or just having the household chores done could cost families up to 50% more soon.

MOST employers will have to pay their domestic servants 50% more. That is the view of experts following this week's announcement that the Government is to investigate the situation.

For example, when Ms Donna Wurzel, of the Domestic Pension Fund, was asked what she thought the National Manpower Commission investigation into domestic and farm workers would suggest, she said: "If you want good service, you are going to have to pay for it.

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

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

"And, like any commodity, if you can't pay for it — you can't have it."

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

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

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

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

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

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

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

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

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

'YOUR MAID IS NOT PART OF THE FAMILY — SHE'S THERE TO MAKE A LIVING'



SPECIAL REPORT

By CHRISTINA PRETORIUS

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

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

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

Mrs Joyce Harris, president of the Black Sash, said it was important the commission laid down rules not for a minimum wage "but for a living wage" for domestic workers.

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

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

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

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

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

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

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

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

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

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

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

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

Sunday Express investigations revealed that child labourers — and their parents — were, in many cases, paid a pittance by the farmers.

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

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

He said agriculture was different from all other industries.

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

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

(2) Premiums Treated as an Asset - Cont'd:

FM 5/3/82

LABOUR LEGISLATION

Widening the scope

Legislation due to go before Parliament this year will significantly broaden the scope of laws which have regulated the working conditions of people employed in the private sector in the past.

This legislation will affect people who are not employed by the State or State corporations, and farm and domestic workers. Public sector employees' working conditions are already adequately covered by legislation, while the National Manpower Commission (NMC) is investigating the working conditions of SA's some 2m farm and domestic workers and will propose measures to protect them.

At present, working conditions of private sector employees are governed by the Shops and Offices Act, and the Factories Act. However, according to senior officials in the Department of Manpower, a substantial number of employees are not protected because the places where they work do not fall within the Acts' definitions of shops, offices or factories. For example, there is little protection for people employed on rural construction projects. In addition, the definition of a factory in the Factories Act is a fairly narrow one and the new legislation will widen the definition considerably.

Department sources emphasise that the legislation will not lay down minimum wages. It will merely stipulate minimum *conditions* regarding matters such as working hours, holidays and sick leave.

Sources also emphasise that the NMC probe into the working conditions of domestic and farm workers is part of a broad programme of reform aimed at protecting the interests of all workers in SA. There are also efforts to bring farm and domestic workers within the ambit of occupational safety legislation.

The NMC investigation is likely to stir up a great deal of controversy and Manpower Minister Fanie Botha took pains not to alarm organised agriculture when he announced the probe. He said factors "peculiar" to this sector had to be taken into account. These include the wide geographical distribution of workers, the seasonal nature of farming operations, the influence of climate on farming operations, and the fact that certain work has to be done daily.

□ Meanwhile, the common law rights of domestic workers are being tested in Cape Town. Lena Lendé, a domestic worker has brought a civil action against her former employers and is suing them for two weeks' unpaid wages and a further two weeks wages in lieu of notice. She has acknowledged in court that she does not qualify to work in the area. But her attorney is challenging the notion that a contravention of influx control laws can invalidate a verbal work contract and the common-law rights which would flow from that contract.



Minister Botha . . . protecting the workers

Worker loses wages claim

Staff Reporter

A CIVIL COURT yesterday gave judgment in favour of an employer whose former domestic servant had instituted a R60 claim against him for failing to pay her a month's salary.

Mrs Lena Lende claimed the R60 from Mr David Goldberg for allegedly failing to pay her after she left his employment.

At a previous hearing Mrs Lende told the court she was employed by Mr Goldberg and his wife, Zelda, from November 1, 1979 to February 5, 1980, and then gave notice. Three days later she was asked to leave because Mrs Goldberg had found another maid.

Mrs Goldberg testified yesterday that she had employed Mrs Lende because of an "outstanding reference" from her previous employer.

'Made excuses'

At that time Mrs Lende assured her she had a reference book. Mrs Goldberg said she asked Mrs Lende to produce it on numerous occasions but Mrs Lende had always made excuses.

Under cross-examination by Mr D Mias, for Mrs Lende, Mrs Goldberg said she was "emotionally hard-pressed" at the time because her mother had suffered a stroke and her brother had to be admitted to Valkenberg Hospital.

She said her husband abhorred the pass laws but would not deliberately break the law. She said she was aware that they broke the law by not endorsing Mrs Lende's reference book but added that Mrs Lende had a "very glib tongue".

Reasonable notice

In his address to the court Mr Mias said the Goldbergs had to give Mrs Lende reasonable notice.

Mr S Levitan, for Mr Goldberg, said Mrs Goldberg contracted Mrs Lende on condition that the reference book would be produced. "This did not occur and it was a breach of contract," Mr Levitan said. He asked that Mrs Lende's case be dismissed with costs.

Passing judgment, the magistrate, Mr P L May, said the court took "a very grim view" of the fact that Mrs Lende did not produce her reference book and ordered her to bear the costs of the case.

Strong SRCs 'form part of broad alliance'

Education Reporter

THREE student leaders said yesterday that strong Students' Representative Councils were needed in the 'struggle against oppression.'

Mr Joe Phaahla, president of the Azanian Students Organisation, Mr Abba Omar, president of the University of Durban-Westville SRC, and Mr Jonty Joffe, president of the National Union of South African Students, were speaking at the University of the Western Cape

develop skills which could be used in the community struggle, from media skills to organising meetings.

They were in a position to raise students awareness and represent students when there was conflict with the administration.

Mr Omar said students were in the best position to expose the inadequacies of the education system.

OUTWEIGHED

With ... organisa-

Boland Bureau

STELLENBOSCH. — The chairman of Anglo American, Mr Harry Oppenheimer, told Stellenbosch students last night that a basic and mutual misunderstanding between the Government and private enterprise explained to some extent the relative failures of the Carlton and Good Hope conferences.

State, busin

Private enterprise, he said, operated best when 'doing its own thing.' Obviously, this had to be done within the social and legal framework laid down by the State.

On the other hand, the Government had sought to make private enter-

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Mr O
speaking

Domestic worker loses civil action

ARGUS 4/3/87 24U

A CIVIL action in which a domestic worker claimed R60 in severance pay and costs from her former employer ended yesterday with judgment in favour of the employer.

The domestic worker was ordered to pay a penalty for her delay in bringing her passbook to court, but the overall costs will be shared.

The case was instituted by Mrs Lena Lende, of Special Quarters, Langa, against her former employer's husband, Mr D H Goldberg, of Marchant Avenue, Oranjezicht.

Evidence was that Mrs Lende did not have the necessary authorisation to be within the prescribed area of the Cape while she was employed by the Goldbergs.

STARTED WORK

Mrs Zelda Goldberg, who employed Mrs Lende, said the domestic worker commenced work in Oranjezicht towards the end of 1979.

She said she asked Mrs Lende whether she had a pass before she started work. She put this question to her often but she gave a different excuse each time.

While Mrs Lende was employed there, Mrs Goldberg's mother had a stroke and she (Mrs Goldberg) had to nurse her regularly. Her brother, who was mentally ill, was found walking naked in the street and had to be taken to Valkenberg.

She was under stress during this period and could not attend to Mrs Lende's reference book.

She gave Mrs Lende notice after she overheard a telephone conversation during which her employee told another woman that she did not have a pass.

The woman, Mrs Getrude Spitsglass, said under cross-examination by Mr David Mias, for Mrs Lende, that she never had such a conversation with Mrs Lende.

DISMISSED

At a previous hearing, Mrs Lende claimed she was owed a month's salary due to her after she had given notice on February 5 1980.

She gave notice because the salary was inadequate for the amount of work she had to do.

She was summarily dismissed three days after giving notice and was not given her February salary.

She and Mrs Goldberg had an argument and she was asked to leave immediately.

She approached Mrs Goldberg on two occasions but was told that Mrs Goldberg did not have any money to pay her.

Mr S Levetan, for Mr Goldberg, argued that Mrs Lende had no case because her contract was illegal.

Mr P L May was on the Bench.

Worker loses wages claim

Staff Reporter

A CIVIL COURT yesterday gave judgment in favour of an employer whose former domestic servant had instituted a R60 claim against him for failing to pay her a month's salary.

Mrs Lena Lende claimed the R60 from Mr David Goldberg for allegedly failing to pay her after she left his employment.

At a previous hearing Mrs Lende told the court she was employed by Mr Goldberg and his wife, Zelda, from November 1, 1979 to February 5, 1980, and then gave notice. Three days later she was asked to leave because Mrs Goldberg had found another maid.

Mrs Goldberg testified yesterday that she had employed Mrs Lende because of an "outstanding reference" from her previous employer.

'Made excuses'

At that time Mrs Lende assured her she had a reference book. Mrs Goldberg said she asked Mrs Lende to produce it on numerous occasions but Mrs Lende had always made excuses.

Under cross-examination by Mr D Mias, for Mrs Lende, Mrs Goldberg said she was "emotionally hard-pressed" at the time because her mother had suffered a stroke and her brother had to be admitted to Valkenberg Hospital.

She said her husband abhorred the pass laws but would not deliberately break the law. She said she was aware that they broke the law by not endorsing Mrs Lende's reference book but added that Mrs Lende had a "very glib tongue".

Reasonable notice

In his address to the court Mr Mias said the Goldbergs had to give Mrs Lende reasonable notice.

Mr S Levitan, for Mr Goldberg, said Mrs Goldberg contracted Mrs Lende on condition that the reference book would be produced. "This did not occur and it was a breach of contract," Mr Levitan said. He asked that Mrs Lende's case be dismissed with costs.

Passing judgment, the magistrate, Mr P L May, said the court took "a very grim view" of the fact that Mrs Lende did not produce her reference book and ordered her to bear the costs of the case.

City domestics hit by accommodation crisis

THE accommodation problem faced by Sea Point domestic workers has been aggravated by the recent closure of several domestic quarters, says the Domestic Workers' Association (DWA).

One possible reason for this, according to DWA chairperson, Maggie Oewies, is the fear by owners of the controversial 'key law'.

'Many owners of these quarters are scared of falling foul of the key law and feel safer in closing them down,' said Ms Oewies.

REGISTER

The key law requires owners (or their representatives) to make available to police, keys of all the rooms and flats used to house domestic workers. Owners also have to keep a register of the domestics living on their premises and have to be on hand after midnight to supply the police with the keys or the register.

They also have to ensure that no one but the domestics occupy these quarters after midnight.

Owners face stiff fines if they fail to comply with the key law.

PROBLEMS

Ms Oewies said that, surprisingly, not many problems had been experienced with the actual implementation of the key law.

'What has been of greater concern is the law's side effects, such as frightening owners, who then react by closing down domestic workers' accommodation.

A spokesman for the Sea Point police confirmed that the implementation of the law has not been problematic.

'In the first place, our fight is not directed at the domestic workers, who by and large, are respectable and law-abiding. We aim rather, at those coming into Sea Point who cause trouble — be they black or white,' the spokesman said.

NICELY

'And thus far things have worked out pretty nicely, and if there are side effects it is not my job to comment on these.'

Ms Oewies said her association would now establish a committee among its members in Sea Point to look into the accommodation problem.

'We are not going to sit back and watch things happen but are going to take the initiative and see to it that the matter is rectified,' she said.

The committee would have been elected last week but for the announcement by the Minister of Manpower, Mr Fanie Botha, that an investigation is to be conducted into the wages and working conditions of domestic and farm workers.

MINIMUM

These workers are not protected by labour legislation and it is intended that the investigation would result in such legislative protection. Minimum wages are also to be set.

'We have been so busy with responding to the investigation that the committee to look into the accommodation problem in Sea Point had to take a back seat,' Ms Oewies explained.

Minimum wages for domestics on the cards

E. Post 18/3/82

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By CHARLENE BELTRAMO

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

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

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

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

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

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

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

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

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

"And, like any commodity, if you can't pay for it — you can't have it."

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

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

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

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

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

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

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

Mrs Joyce Harris, president of the Black Sash, said it was important the commission laid down rules not for a minimum wage "but for a living wage" for domestic workers.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

He said agriculture was different from all other industries.

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

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

Durban Mercury 23/3/82

Year	Total
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	

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union's files seized

Mercury Reporter

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

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

Mr Oliphant was later transferred to John Vorster Square in Johannesburg where he is being held under Section 22 of the General Law Amendment Act.

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

Conditions

'The union requests both local and international labour organisations to support the struggle of domestic workers and farm labourers to be included in the country's labour legislation.

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

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

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

Domestics must fight

30/3/92 Sowetan

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

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

The article says that the workers should seek advice from the Domestic Workers Employers Project on a wide variety of aspects pertaining to their rights.

It says domestic workers who are dismissed from employment are entitled to a month's notice or a month's wages in notice pay.

Domestics are also entitled to one week's sick leave a year and money cannot be deducted from their wages if they damage something.

The article says those domestics who stay at their employers' premises should get about R80 for food and accommodation with their notice pay.

Employers are expected to pay full medical expense and wages if a domestic is injured while working and is off for a while.

Contract workers must be paid for the full period of the contract whenever they are dismissed.

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

ARGUS 29/3/82 (294)

'Improve maids' quarters'

Staff Reporter

'MAIDS' quarters in Sea Point should be improved and more amenities provided to induce 'a better type' to take jobs in the area, suggests the chairman of Green and Sea Point Ratepayers' and Residents' Association, Mr Monty Luntz.

This is one of the points Mr Luntz will make at the annual meeting of the association in Sea Point Civic Centre at 8 o'clock tonight, when he will appeal for action to be taken to stop 'the influx of undesirables' to the area.

Other controversial subjects to be discussed will include the suggestion that a charge should be made for entry to beaches, an appeal for more police foot patrols and for more volunteers for the police reserve, and the problem of vagrancy.

fire

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

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



elinda Berg, 22, of the

Picture: JUHAN KUUS

Bella out to hound runners

By LIZ McGREGOR
Mail Reporter

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

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

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

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

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

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

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

Get aid from Dwep, says article

By LIZ McGREGOR
Mail Reporter

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

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

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

According to the article:

- Domestic workers who are fired are entitled to a month's notice or a month's wages in notice pay;
- Live-in domestics should also get about R80 for food and accommodation with their notice pay;
- Domestic wokers are entitled to one week's sick leave a year;
- An employer must pay full medical expenses and wages if a domestic worker is injured while working and is off for a while;
- Money cannot be deducted from wages if a worker damages something, and;
- A contract domestic worker must be paid for the full period of the contract if he or she is fired. The employer can only stop paying the wages if the worker gets another job.

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

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

Sundays — the dge, says church

urts that the secretary of e Commission for Doctri- l and Current Affairs of the ederduitse Gereformeerde erk, Dominee Willie Botha, id yesterday the church d informed the SABC it posed Sunday sports.

"There does not seem to be uch left to be done. The urch opposed the Bonus nd scheme but it has been plemented. It is the same h television broadcasts of sporting events on Sundays."

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

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

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

Transport levy for domestic workers employers

ARGUS 31/3/82

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Political Correspondent

EMPLOYERS of domestic workers will have to pay a levy to help subsidise transport for their workers, in terms of two Bills that were published today.

The Bills will bring employers of domestic workers in line with employers of other black, coloured and Indian workers.

The Bills are the Black Transport Services Amendment Bill and the Transport Services for Coloured Persons and Indians Amendment Bill.

The present R1 a month levy for black labourers is being scrapped and instead the Minister of Transport will have the discretion to decide on an amount to be levied.

Employers who provide 'approved accommodation' such as mine compounds, will have to contribute to a special transport accounts to be set up by local authorities.

Employers of domestic labour and those who provide approved accommodation have to date been exempt from paying levies. Local authorities will have to establish special black transport accounts and the money collected will have to be paid into these.

Domestic worker can sue if not treated fairly

31/3/82 Post Reporter E. Post 294

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

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

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

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

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

The article also says:

- An employer must pay full medical expenses and wages if a domestic worker is injured while working and is off for a while, and
- Money cannot be deducted from wages if a worker damages something in the home.

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

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

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

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

Blast on a French trai was not an accident

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

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

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

Police had been investigating whether the explosi either deliberate or accidental — possibly the terrorists carrying explosives to another target.

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

Apar PE b — fo

By SIMON BLOCH

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

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

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

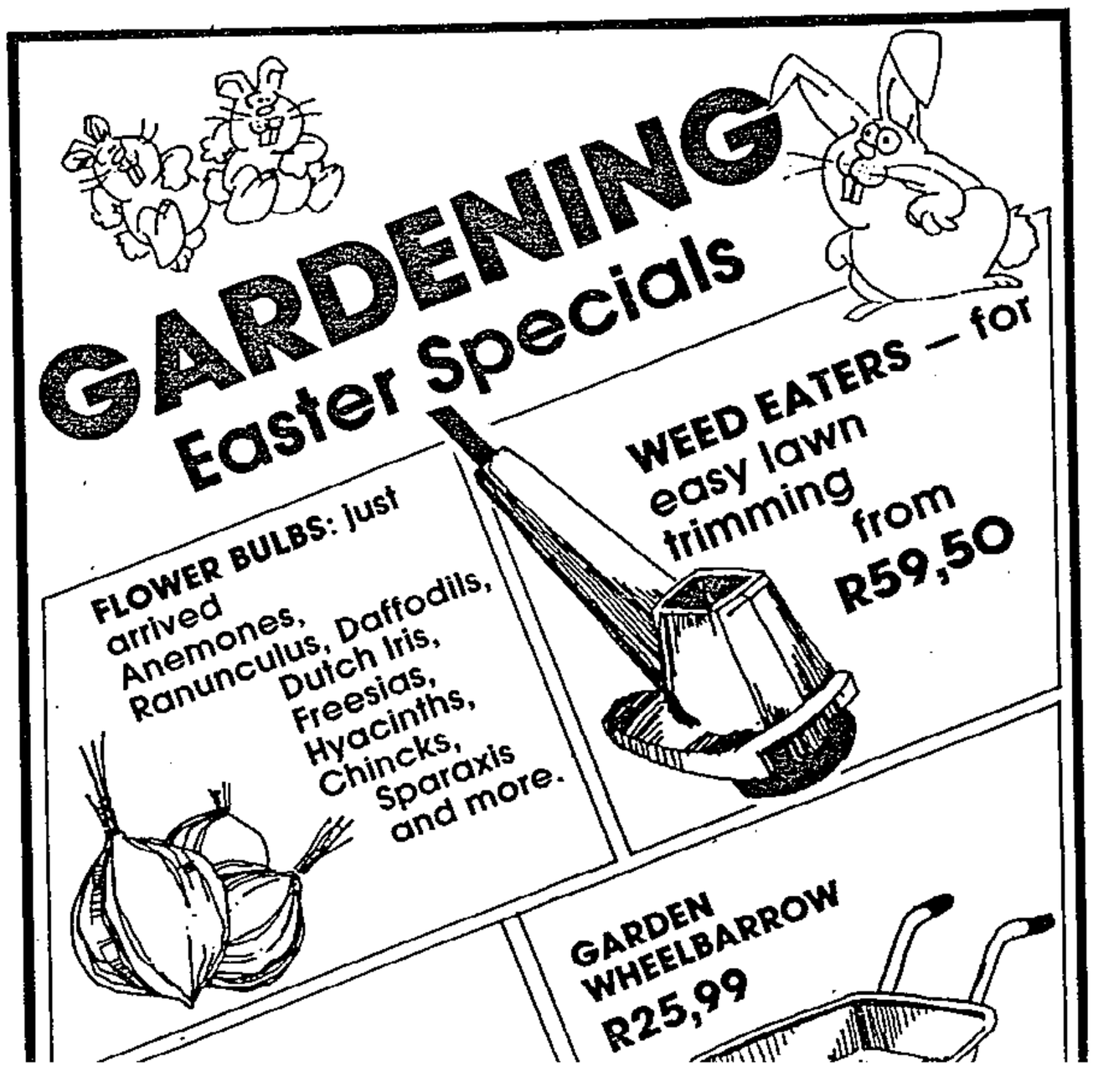
Members of two predominantly black clubs participating at the championships — Durban African and Port Elizabeth's Brighton Beach Surf Lifesaving Club — will have unfettered use of all facilities for the three days.

Apartheid will return on Sunday, when again can be removed, a prosecuted and fi being there.

The Progressive F Party MPC for W Mrs Molly Blackburn, "All this highlights t and sick situation ourselves in as a Government policy.

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

Mr Raymond



Shelvin scheme

Post Reporter

THE scrapping of th troversial Garden freeway scheme has welcomed by environ talists.

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

The Director of Elizabeth Museum, D Wallace, said today comed the decision people had been wor the implications of t way for the environ he said.

"It would have a some of the most i parts of the Garden particularly in the ness lakes area, and obviously have ha

Madams to pay fare levy

Political Staff

THE ASSEMBLY — Employers of domestics will have to pay a levy to help subsidise their transport in terms of two Bills published today.

The Bills will bring employers of domestic workers in line with employers of other black, coloured and Indian workers.

They are the Black Transport Services Amendment Bill and the Transport Services for Coloured Persons and Indians Amendment Bill.

The present R1 monthly levy for black labour is being scrapped and the Minister of Transport affairs will decide how much to levy.

Employers who provide approved accommodation such as mine compounds will contribute to special transport accounts set up by local authorities.

Administration boards already collect levies from employers of commercial and industrial labour, and a department spokesman said today they were thus in a position to collect from employers of black domestic labour too.

The Director-General of Transport will establish a transport account for coloured and Indian workers.

DOMESTIC WORKERS

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Wage pressures

FM 2/4/82

Attempts by domestic worker organisers to get employers to agree to a minimum wage and more liberal conditions of employment for domestics have met with little success.

Representatives of three domestic worker employee organisations — the Domestic Workers Association of Cape Town (DWA), the Domestic Workers and Sales Ladies Association in Port Elizabeth (DWSLA), and the Durban-based National Domestic Workers Union (NDWU) — met last year to draw up minimum employment conditions for the country's estimated 700 000 domestic workers.

They agreed on a minimum wage of R110/month for fulltime domestics and R10/day for casual employees, and resolved to push hard to make the wages acceptable to employers. The conditions of employment they set out were an eight-hour day, a six-day working week, overtime pay, one month's paid leave, termination of service on one months' notice either way, and decent living conditions.

In subsequent negotiations with employers, worker representatives made it clear that they were appealing to conscience alone to get adherence to a minimum wage. According to Magwaza Maphalala, National Organiser of the NDWU: "So far the response has been negative." He says the NDWU has had no success in its attempts to enlist the support of the Housewives' League for its minimum wage level and its appeals to major employees of domestic workers to pay livable wages have largely fallen on deaf ears.

But Maphalala is not discouraged. He says that from now on the NDWU will direct its energies at employer associations "where employers themselves come together." Appeals are also being made to local and international labour organisations to support the campaign for improved worker conditions.

What many people do not recognise, says Maphalala, is that many domestic workers are sole breadwinners. He notes that the minimum wage wanted is still below the subsistence level in many parts of the country. Maphalala says that in Durban, for example, economists from the University of Natal calculate the household subsistence level for a family of four at R205/month.

In Cape Town the picture is a little brighter. DWA chairman Maggie Oewies says her organisation has been able to place quite a few domestic workers in private homes at the specified minimum rates. She says: "If you pay only R35 a month you get what you pay for." No placement figures are available but one reason for the organisation's limited successes could be DWA's solid reputation for providing reliable employees.

Since the DWSLA was formed in Port Elizabeth a few months ago the situation has improved greatly. Says local organiser Pat Maqina: "We have now reached the stage where people are phoning us for advice if they have labour relations problems." She adds that many employers appear to be happy to comply with the minimum working and wages conditions covering domestic workers.

Following the recommendations by the Wiehahn Commission that farm and domestic workers be included in labour relations legislation, Minister of Manpower Fanie Botha announced that the National Manpower Commission would be investigating minimum conditions of service for the country's 2m farm and domestic workers — 14,1% of the economically active people in SA.

☐ The *FM*'s view is that while a minimum wage would improve living standards for many domestics, there is a danger that good intentions could lead to unemployment.

RLIAMENT

Farm workers and domestics are 'exploited'

Political Staff

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CRITICISM

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

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

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

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

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

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

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

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

6. Pages must not be extracted from this book.

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

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

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

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

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

DNP110JD

294 Sowetan 20/4/82

Know your rights

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

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

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

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

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

A family's guide to the law in SA

Legal Aid

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

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

Domestic Workers

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

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

The book quotes the case of a domestic who accidentally allowed her employer's canary to fly out of an open window. The employer deducted R35 from the domestic's wages for the loss of the canary. The domestic sought advice from an attorney and the employer was made to hand the R35 to her worker.The same rule applies to any housewife who suspects that her domestic may have stolen something. No money may be deducted from her salary to make up any loss from a suspected theft. Employers who do so could be sued by their domestic — not only for the wages, but also, if the charge proved false, for defamation.

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

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

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

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

Doctors and Patients

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

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

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

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

Consent for an operation is usually given in a form signed on admission to hospital — which usually doubles as an admission form.

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

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

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

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

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

Legal Aid

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

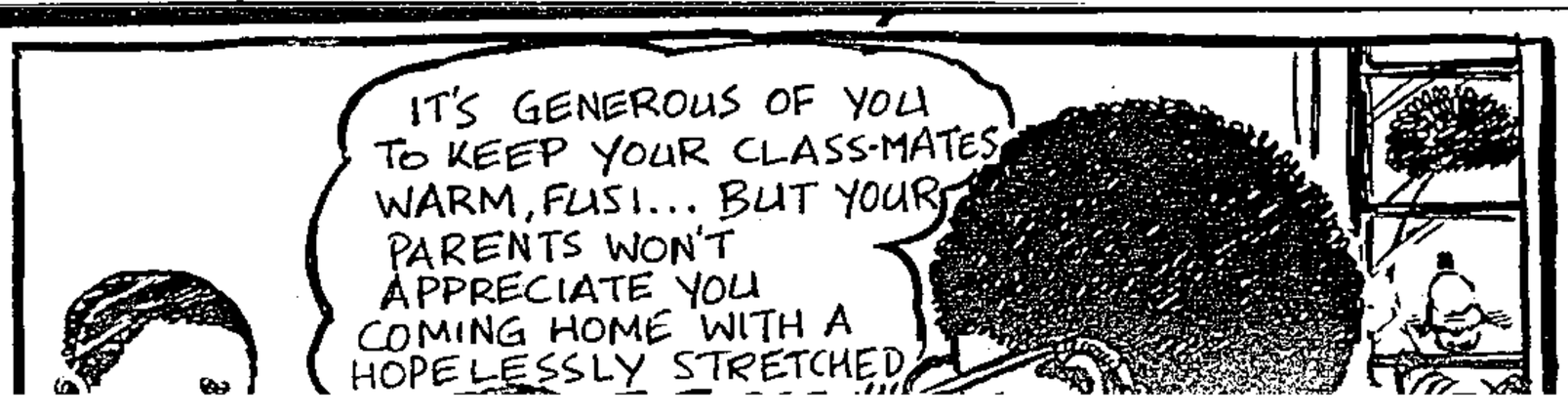
Legal aid is also not available to people who are 'unemployed without sound reason, or lead a dissolute or dishonest life'.

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

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

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

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



Political comment in this issue by J Latakgomo and A Klaaste. Subediting, headlines and posters by S Matlhaku. All of 61 Commando

Parliament

ARGUS 20/4/82 (40) 294

'Success' with labour policy

Parliamentary Staff

THE Government had achieved outstanding success with the implementation of a labour policy to serve a developing South Africa in a fast-changing world, the Minister of Manpower, Mr Fanie Botha, said yesterday.

Speaking during the debate on the Budget vote, Mr Botha said the foundation for success had been laid by the introduction of legislation which had created trust and promoted good relations.

In continuing this success, four important functions would have to be fulfilled. These were:

● The promotion of labour peace and stability in the economy.

● The promotion of training and re-training of the total work force of the country.

● The promotion of productivity to the highest possible level.

● And the promotion of the security and welfare of all workers.

Mr Botha welcomed the improvement in labour relations, which were being aided by a new interest in trade unions and participation in an orderly scheme.

Opposition to registration of trade unions had declined and 12 new trade unions had been registered.

Mr Botha said there had been dramatic improvements on all levels of training — the most urgent need in the South African economy.

In 1979 6 800 black workers were trained at public training centres, but in 1981 the figure had risen to 13 401.



Mr Fanie Botha

FOCUS ON FARM LABOU

Parliamentary Staff

THE working conditions of farm labourers and domestic servants came under the spotlight yesterday during the budget debate on the Manpower vote when Dr Alex Boraine (PFP Pinelands) welcomed the investigation into the situation.

Dr Boraine said there were two million people in the country employed as domestic workers or farm labourers, and all were excluded from the labour laws.

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

The matter was urgent, not only because they were being exploited but because some domestic workers and farm workers were attempting to form their own unions.

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

In fact farm workers in outlying areas had been cushioned so well that inflation had passed them by.

The farmer paid for all his workers' medical expenses, and transported them to places for treatment, just as he would for a member of his own family. When the labourers became too old to work, they were allowed to stay on the farm.

The farm supplied workers with food every month — in the 1950s this cost R15 a month but today cost R60 a month. The worker, however, did not have to pay, so he was unaware of the increased cost. In addition workers were provide clothes, shoes, h water and meat.

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Mr S P Barna Langlaagte) conc his attention domestic worker.

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ARGUS 20/4/82 (294)

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Mr Fanie Botha

FOCUS ON FARM LABOUR, DOMESTICS

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A cash wage of between R15 and R20 a month was paid, with a bonus at the end of the year when the farmer transported the workers to town to enjoy the Christmas festivities.

Another privilege was the fact that most farm labourers were allowed to keep their own animals.

Mr S P Barnard (CP Langlaagte) concentrated his attention on the domestic worker.

He objected to the fact that the Government had initiated an Investigation into the working conditions of domestic servants when no one had complained about such conditions, least of all any domestic worker.

The only person who had complained was Donna Wurzel (formerly a SABC-TV magazine programme presenter).

The Minister of Manpower, Mr Fanie Botha, said the investigation had nothing to do with the establishment of trade unions for domestic workers or farm labourers. Farmers had requested the investigation because of all the criticism that had been levelled at them in recent years.

Mr Botha said Dr Boraine was wrong in stating that farm workers were exploited.

'They are not exploited people, and neither are farmers exploiters,' he said.

Dr Ferdi Hartzenberg (CP Lichtenburg) also took exception to Dr Boraine's assertion that farm labourers were exploited. He said the fact that they were not was proved by the registration of 117 new farm schools this year.



Dr Alex Boraine



New bill covers servants transport

Cape Times 24/4/82

HOUSE OF ASSEMBLY — In terms of a bill now before Parliament, employers will have to pay more towards the cost of transport for black employees, including domestic servants.

The Minister of Transport Affairs, Mr Hendrik Schoeman, yesterday introduced the second reading of the Black Transport Services Amendment Bill, which the Progressive Federal party opposed.

Mr Ray Swart (PFP Berea), said the bill enabled the minister to declare by notice in the Government Gazette any area subject to the provisions of the act.

'No limitation'

"It gives the minister blanket authority. There is no longer the limitation relating to the residence of 20 000 blacks, so every community, large or small, can be made a declared area and the conditions of this Bill will apply."

Mr Swart said the deletion in the bill of the amount of R1 which every employer in a declared area had to pay towards a special black transportation account, gave the minister "a blank cheque with regard to the levy on employers".

The existing act specifically excluded employers of domestic servants and those who provided accommodation for employees as an additional benefit. Now these employers would also be subject to levy payments.

"The principal is now a general one that all employers in South Africa, wherever they may be or what work they are offering, will be subject to the whims of the minister as to what their liability must be in respect of transport for employees."

Mr Swart said the bill could possibly have the effect of discouraging people from employing domestic servants.

There was still no indication of the amount to be levied on employers.

"As soon as possible the Minister must give an indication of this," Mr Swart said. — Sapa

TOBACCO WORKERS UNION OF AFRICAN WOMEN

Year	Membership				
	African	Asian and Coloured	White	Total	
1970	..			..	
1971	..			..	
1972	..			..	
1973	..			..	
1974	70			70	*
1975	70			70	*
1976	100			100	*
1977	80			80	*
1978	80			80	*
1979	80			80	*
1980					

Area of Operation: Trans[illegible]

Founded: 1959?

Registration: No

1980 Incorporated into [illegible]rs Union (See page 50).

Servants' pension fund grows

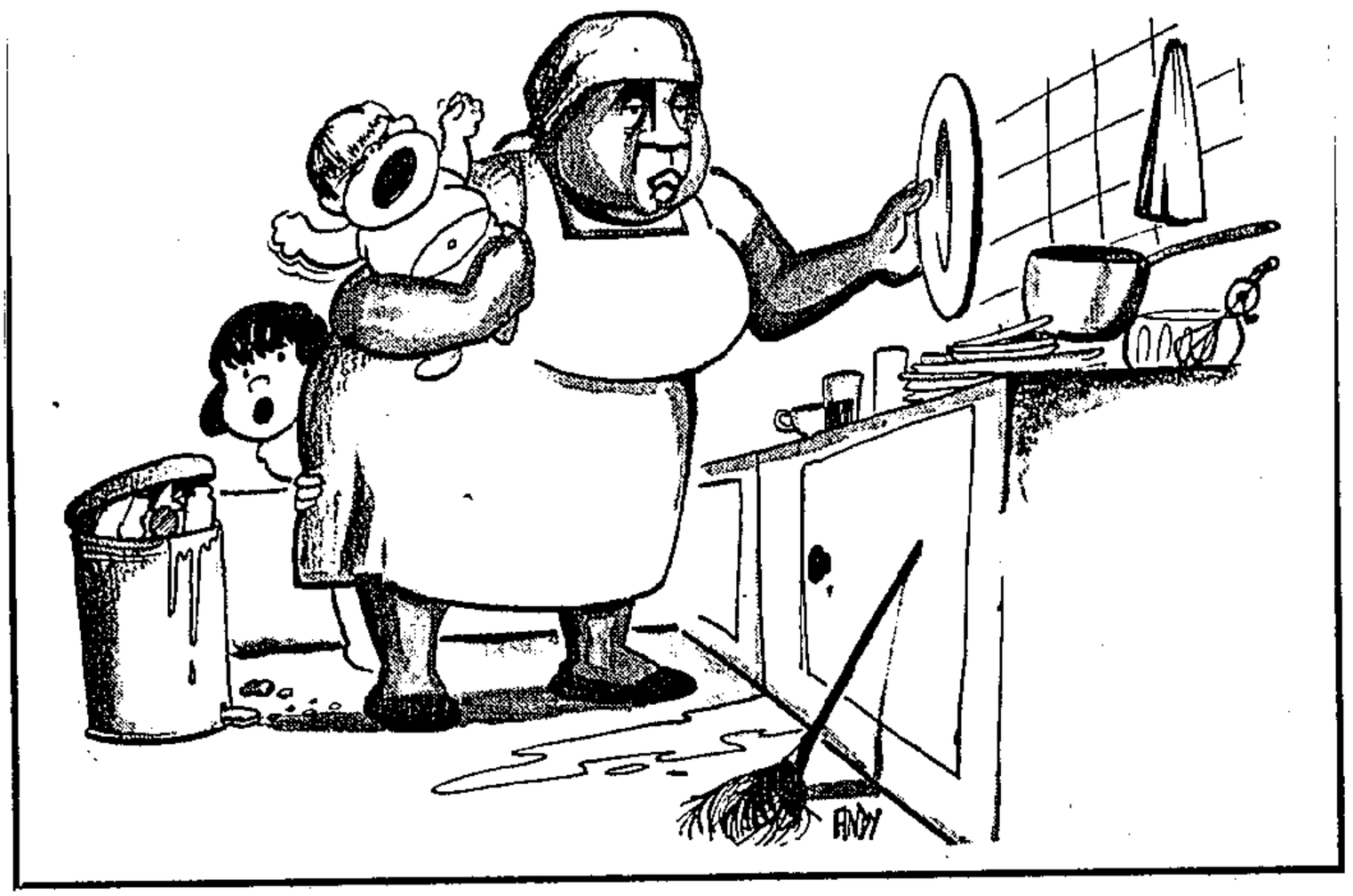
The pension fund scheme for black domestic workers launched by TV personality Donna Wurzel last August has been a huge success, according to the administrator, Mrs Sue Gordon.

Mrs Gordon, for many years the champion of black domestics, said that since the fund was launched there had been a growing awareness among employers of the need to provide pensions for employees.

"Most inquiries come from employers initially, but workers are increasingly pushing their employers to join," she said, but was not prepared to give figures of membership or income.

Mrs Wurzel said she was no longer actively involved in the day-to-day running of the fund, but is still a trustee.

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



madams have about maids

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

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

One typical domestic worker recently remarked, "I am the mother, the father, and the grandparents to my children," thus underlining the extent of her economic responsibility.

It is only by some sort of loaves-and-fishes miracle that domestic workers are able to rear their families.

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

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

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

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

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

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

"THEY CAN LIVE MUCH CHEAPER THAN WE DO."

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

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

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

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

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

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

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

"I'D LIKE TO LET HER WORK AN EIGHT HOUR DAY BUT REALLY, IT'S IMPOSSIBLE TO ORGANISE."

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

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

"SHE'S ONE OF THE FAMILY."

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

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

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

"THEY ARE ALL SO DISHONEST."

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

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

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

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

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

Be sure to enrol your servant in a reputable pension scheme. The Domestic Pension Fund is the only one for domestic workers which is registered with the Registrar of Pensions. Their telephone number is 37-5958.

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

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

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

294 Sta 3/5/82

'Whites exploit domestics'

By Rob Soutter

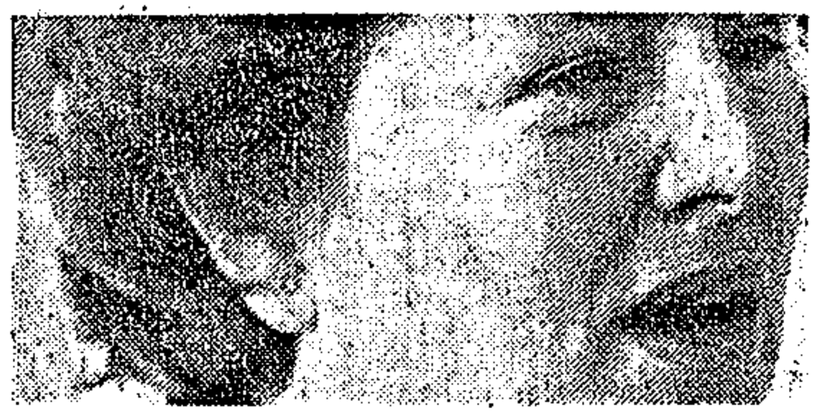
The change from "live-in" to weekly help will worsen the housing crisis as homeless domestics are forced to seek accommodation in the townships, says city councillor Rae Graham.

"It will also encourage exploitation, as whites take advantage of the worsening housing situation by charging high rates for accommodation in servants' quarters they no longer use," she said.

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

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

This threatens with eviction the thousands of blacks living in Johannesburg servants' quarters. They will have to find housing when there is an acute shortage.



RAE GRAHAM . . . crisis worsening.

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

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

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

Unemployment is also being increased by this, as one woman is taking jobs which could have been filled by five or six women.

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

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

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

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

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

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

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S.A. Typographical Union
South African Allied Workers Union (SAAWU)

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Cape Times 8/5/87

NMC labour investigation

PRETORIA — The National Manpower Commission will investigate possible measures to regulate employment conditions for farm labourers and domestic servants, according to a notice in yesterday's Government Gazette.

Interested parties or bodies are invited to submit evidence or make representations in writing to the commission in Pretoria within the next two months. — Sapa

Fulltime servant on the wane

By Vera Beljakova

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

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

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

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

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

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

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

Predictably males employ more servants than do women.

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

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

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

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

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

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

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

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

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

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

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

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

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

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union
Food and Canning Workers Union
National Certified Fishing Officers Association
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.
Amalgamated Union of Building Trade Workers
Amalgamated Society of Woodworkers of S.A.
Black Allied Workers Union
Black Mineworkers Union
Federal Mining and Allied Trades Union
Iron, Steel, Engineering and Metallurgical Industries Union of S.A.
Mine Employees' Union
Mine Workers' Union
Mine Workers' Union of S.A.
S.A. Engineering and Allied Workers Union
S.A. Electrical Workers Association
S.A. Electrical Workers Union
S.A. Typographical Union
Underground Officials' Association

MANUFACTURING

Food & Allied Industries

Africa
Amalga
Bakery
Black
Bolan
Brewe
Cadbu
East
Food
Food,
Genera
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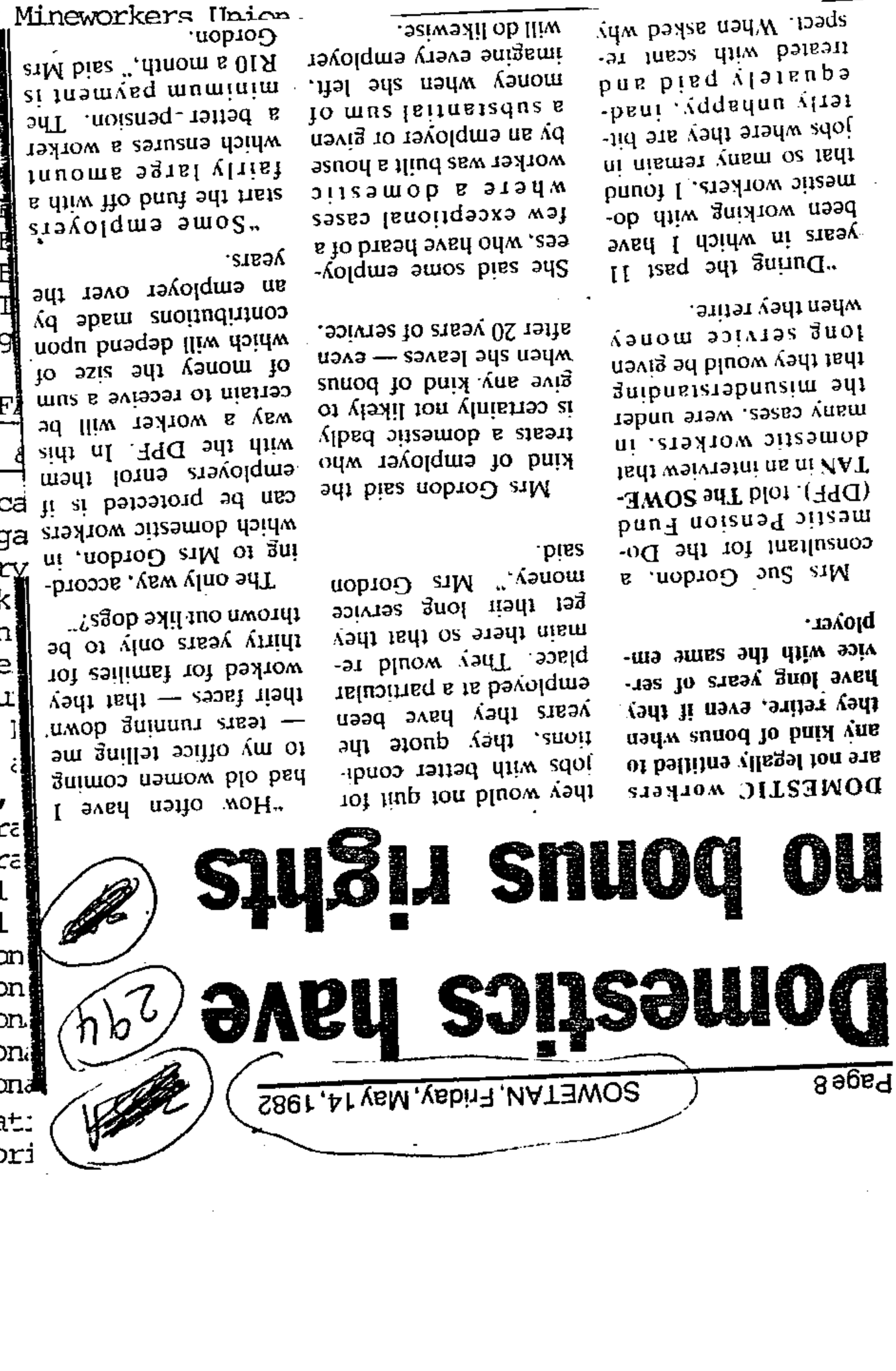

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SOWETAN, Friday, May 14, 1982

Domestics have no bonus rights

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

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

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

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

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

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

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

"During the past 11 years in which I have been working with domestic workers, I found that so many remain in jobs where they are bitterly unhappy, inadequately paid and treated with scant respect. When asked why they are not legally entitled to any kind of bonus when they retire, even if they have long years of service with the same employer.

cs Society

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Amalgamated Society of Woodworkers of S.A.
Black Allied Workers Union
Black Mineworkers Union
Federated Mining Explosives and Chemical Employees Union
Iron Moulders Society of S.A.
Mine Coloured Staff Association of South Africa
Mine Surface Officials Association of South Africa
Mine Workers Union
S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society
S.A. Electrical Workers Association
S.A. Engine Drivers, Firemens and Operators Association
S.A. Technical Officials Association
Underground Official

MANUFACTURING

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Woman dies in outhouse blaze

Post Reporter

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

The fire at 22 Phyllis Road also damaged an adjoining garage on the premises. The house is occupied by Mr and Mrs P J [illegible] Jack.

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

A lawnmower in the garage is thought to have exploded shortly after 1am as a result of the fire. A large crowd gathered as firemen battled to extinguish the blaze.

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

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

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

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

The police are investigating.

CAPE TIMES 20/5/81

Wages call for servants rejected

294

Own Correspondent

DURBAN. — Housewives yesterday rejected a call by the South African Domestic Workers' Association (Sadwa) to pay domestic workers a minimum wage of R110 a month as "absolute nonsense".

In a survey it was found that most Durban housewives paid their domestic workers between R60 and R80 a month.

Housewives felt they certainly could not afford R110 a month and that it would lead to most domestic workers losing their jobs.

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

A Durban North housewife paid her live-in domestic servant R75 a month and banked R5 for her in a savings account.

She said she fed her "extremely well". She believed the rise in the cost of living was not felt by the domestic worker but by the employer.

A Gillits housewife said R110 a month was "not enough" but would serve well as a minimum.

Sadwa's call came after their first general convention in Johannesburg recently. Sadwa recommends that a full-time living-in domestic servants should get R110 for an eight-hour day plus transport and meals.

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

In yesterday's survey most full-time servants were required by their employers to work at least a 12-hour day.

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

Mercury Reporter

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

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

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

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

A Durban North housewife said she paid her live-in domestic servant R75 a month and banked R5 for her in a savings account.

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

R20 a month

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

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

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

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

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

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

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

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Better deal for maids

294

By Zenaide Vendeiro

Maids in the United States lived like queens compared with their counterparts in South Africa, says Mrs Mary Nhlapho, a member of the Domestic Workers' and Employers' Project (DWEP).

Mrs Nhlapho, Mrs Leah Tutu who heads the project and Mrs Caroline Sotloe, president of the South African Domestic Workers' Association (Sadwa), recently visited the United States to learn about the efforts of American household workers to organise to gain rights and recognition. Their visit was sponsored by the Ford Foundation.

Mrs Nhlapho, a domestic worker, said American maids were recognised as a work force and were protected by labour laws, receiving a minimum wage and social security benefits. "They live in a different world altogether, have comfortable apartments and are well paid in comparison with South Africans," she said.

However, conditions for maids in the United States were once similar to those in South Africa and this gave her hope that domestics here might achieve the same rights.



MRS LEAH TUTU— domestic servants in the United States call the tune.

South African domestic workers suffered a double discrimination — as black women and as an unrecognised working class, said Mr Sotloe. "Conditions might change in the near future if we unite and don't tire in our efforts to gain recognition."

Last year, she said, Sadwa sent a memorandum to the Minister of Manpower Utilization asking for a Domestic Workers' Act, recognising Sadwa as a union with bargaining powers and setting DWEP's minimum wage recommendations as standards, as well as requiring that employers pay for overtime, disability, holidays and pensions.

The Domestic Worker's and Employers' Project recommends a wage of R110 for a five-day, 44-hour week, plus room, board and uniforms for a full-time, live-in domestic per month. Mrs Tutu said the average monthly wage was less than half that sum.

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underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

Candidates are not to communicate with other candidates or with any person except the invigilator.

3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

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(294) E. Post 12/6/82

Anton, 8, must sleep in a shack in the bush



ANTON SMITH . . . life changed drastically.

By CLIFF FOSTER

EIGHT-YEAR-OLD Anton Smith, who has spent all his life with the Sonderup family of Francis Evatt Park, Port Elizabeth, is sleeping in a shack in the bush tonight because somebody complained about his staying with his mother in the maid's room.

Anton has grown up "as one of the family" in the Sonderup household.

He has sat down to meals with the family, watched TV with them, taken holidays with them, had their help with his homework, and played with all the white kids in the street.

Every night he went to bed at his mother's side in the maid's room.

But now, because of a complaint, at the end of the day, Anton must leave his mother and go and sleep in the bush. In the morning, he can return again.

His mother, who has not seen his father since the boy was one, has managed to find him a bed in one of the squatters' shacks in the Papenkuils Valley. But his is a bewildering and unfamiliar life.

In order to make sure Anton no longer lives in Francis Evatt Park, police have called at 11pm and looked under his mother's bed. They have also made her sign a promise to not let him stay with her.

Similarly, the squatters he's staying with have had to sign a paper saying they will ensure he sleeps with them.

His mother, Mrs Caroline Smith, has been with the Sonderup family for 18 years. Anton is her only child.

The Sonderups are as distressed as she at the unexpected development; neighbours along the street are shocked.

One told Weekend Post: "I suddenly feel ashamed to be living here."

Life in the comfort of the Sonderup home was the only life Anton knew until the man from the Department of Community Development came knocking on the door, followed later by the police.

The situation was described by Miss Michelle Sonderup, 20, a student at the University of Port Elizabeth and former Rotary Exchange student to Australia, who was the only member of the family home when Weekend Post called:

"To me Anton was like my little brother. He was always part of the family. Last year, when I went to Australia, I had more photos of him than other members of the family. I can't think of the family without him.

"He used to write to me and I used to speak to him on the telephone.

"He's my little brother. I've got three brothers as far as he's concerned.

"We used to help him with his school work. Now I hardly ever see him."

Anton, a neat, personable lad, is top of his class at his Schauderville school, and popular with the local children in Francis Evatt Park.

"They come and call for him to play," said Michelle.

"When we moved to this suburb from Rowallan Park in September, 1980, we got to hear that some parents didn't like him playing with the white children. But their children used to call for him. He didn't really know the distinction between black and white.

"Then mother wrote to me last year to say someone had laid a complaint.

"An official came round from Community Development and told Caroline he must leave us. He could

• Turn to Page 2

Mauritius goes Le

ORT LOUIS — The Marxist-led Mauritian Mili-nt Movement won all 60 parliamentary seats to-ay to oust the pro-West Labour Party overnment, Mauritian Television reported. Earli- the MMM had claimed a "stunning victory".

was clear from early rns in the island na- s third election that the our Party of the Prime ster, Sir Seewoosa ur

rican tourists visit the is- land every year, and South African Airways has land- ing rights there for its

South African tourists visiting the island.

Mauritius also im-

Hush-hush car for Spring



ANTON SMITH outside the shack in the bush where he is staying at night with Mrs KATIE PLAATJIES since someone complained about his living with his mother, a domestic servant, at the Sonderup home. By day, Anton may be with his mother.

Boy must spend nights in bush

294 E Post 12/6/82

● From Page 1

only visit us during the day. Caroline got to hear of one of the families living down in the valley and arranged for him to stay there, but after a while he came back. He had caught a cold and was ill.

"There was another complaint about him playing with the children, and the Community Development people said he wasn't allowed to leave the yard and run around.

"We did try to keep him in and told him he must not go into the street and play with the white children. But other children would call and he would obviously go out to play. He's a very popular little boy. Everybody likes him."

Finally, Miss Sonderup said, the police called and said he must leave. Somebody had complained and said he didn't like the way Anton played with the white children.

Michelle's father, Mr Arthur Sonderup, applied for a permit for the lad to continue living in McLuckie Street, but this was refused.

Mrs Smith told Weekend Post: "On Tuesday this week the police came to see me in the evening and asked if Anton was still staying here, and I said I had got a place for him in the bush.

"They went into the bush to check if it was true. On Wednesday morning, the police came here again and I had to sign a paper to say he wasn't to stay with me. The woman in the bush also had to sign a paper to say he would stay with her."

Mrs Smith said she was upset at the thought of Anton living in the shack, but "I was so desperate".

She added: "I am so disappointed. My boy has always been with me. There are only the two of us, and the family here have been wonderful to us. I am so heartsore over it and Anton himself is upset."

Mrs Katie Plaatjies, with whom Anton is staying, is regarded as a dependable person who will do her best for the boy. He has his own bed in her room.

But the boy misses his mother at night, and his surroundings — with no running water, electricity or sanitation, and with stagnant water in marshy land nearby — are not what he is used to.

Anton is susceptible to chest complaints.

The irony of the situation is that the boy is still living in the same white area. The squatters' shack is in the white area, but the squatting is condoned because of the housing shortage.

A police spokesman, approached by Weekend Post today, said he knew the complaint had been laid and investigations had begun, but he did not know the boy had been moved.

tacked and robbed in the old ZASM tunnel near Waterval Boven.

Speaking from his bed at Nelspruit's Rob Ferreira Hospital, Mr Ralph Parson of Durban, said he and his wife, Dorothy, were hit, kicked and manhandled in the dark tunnel.

The couple, who were on holiday, had parked their car in Waterval Boven's nature reserve. Wanting to get a closer view of the waterfall, they walked through the disused tunnel — now a national monument.

"As we got half way, four men pounced on us, ripped the clothing from our bodies and demanded money," Mr Parson said.

"I fell as they hit me on

British held a

LONDON — A British pilot whose Sea Harrier jet fighter was shot down over Port Stanley is being held by Argentina as a prisoner of war, the Defence Ministry said today.

A ministry spokesman said the pilot, Flight Lieutenant Michael Glover, is the only known prisoner held by the Argentines. "We are pressing for his release," the spokesman said.

Both sides have repatriated prisoners captured

Service put on

CAPE TOWN — Servicemen more three-month periods be placed on reserve, the Magnus Malan, announced

Replying to the third Amendment Bill, Gener now be exempt from Citi

Regarding conscientio the question was being con prepared for next year's

The matter of military being investigated and, t the committee concerned during the next session.

The Bill was read a thir Progressive Federal Part

YOUR FRIENDLY HOSTESSES AT THE

Offers for boy forced from home

SEVERAL families have opened their hearts and offered their homes to Anton Smith, 8, who is sleeping in a shack in the bush after being forced to leave the room he shared with his mother in Francis Evatt Park.

A complaint about Anton playing with the local white children led to Community Development officials calling in the police to enforce a ruling that he had to leave.

As a result he now sleeps in a nearby squatter area.

Mrs Caroline Smith, Anton's mother, said she was very grateful to families from Gelvandale, West End and Schauderville who drove to the house to meet Anton and offer him a home. She didn't know what the best course of action would be.

There has also been a negative reaction to the Weekend Post report revealing Anton's story.

Michelle Sonderup, whose family Anton has lived with all his life, received an anonymous phone call from a man who said she "did not belong in this country".

He told her to "go and live with the coloureds if you want to live with them. Don't bring them here".

And he wanted to know if she was proud to appear in a newspaper photograph next to a coloured person — something he thought a disgrace.

Mrs Smith is thinking of resigning from her job to live with Anton, but the Sonderups refuse to consider it.

"Caroline has been working for us for 18 years and we cannot let that happen. If Caroline and Anton both leave we would be allowing the complainant to achieve what he wants to," said Miss Sonderup.

Anton's fate is still not decided

Post Reporter

THE fate of little Anton Smith, who is sleeping in a shack in the bush after being forced to leave the room he shared with his mother in Francis Evatt Park, is still undecided.

About 20 coloured families have offered Anton a home from home.

Anton was forced to leave the maid's room he shared with his mother after someone in the area complained about him living in a white area.

Officials of the Department of Community Development told his mother he could no longer sleep in her room.

"We are having quite a problem deciding which family to send him to," said Miss Michelle Sonderop, a member of the family for whom Mrs Smith works.

"It seems inevitable that he will have to stay with a family, but his mother is very reluctant to let him go," she said.

Mrs Caroline Smith said Anton was on school holiday at the moment, which would give her time to work out what would be best for her son.

Meanwhile, many people have telephoned the Sonderops to express "human solidarity".

Mr Arthur Arnott, an estate agent who lives in Morningside, was one of those who rang.

"It is basically all part of apartheid. But no Government rulings or muncipal by-laws are more important than human laws governing the mother-child relationship," he said.

"I think it's appalling for a child to be parted from his mother."

A study in con



Practising for the BMW and Picardi Silver Jubilee w Elizabeth Riding Club from June 29 to July 4 is TERRE FUTURE FAME. He is the South African junior champ ranks. Among those taking part in the festival to celeb will be Philip Smith, Anneli Wucherpfennig

Israelis close on trapped P

BEIRUT — Israeli forces closed in on Palestinian strongholds in Beirut today following tank and artillery duels with the guerillas and their Lebanese Leftist allies, the State-run Beirut Radio reported.

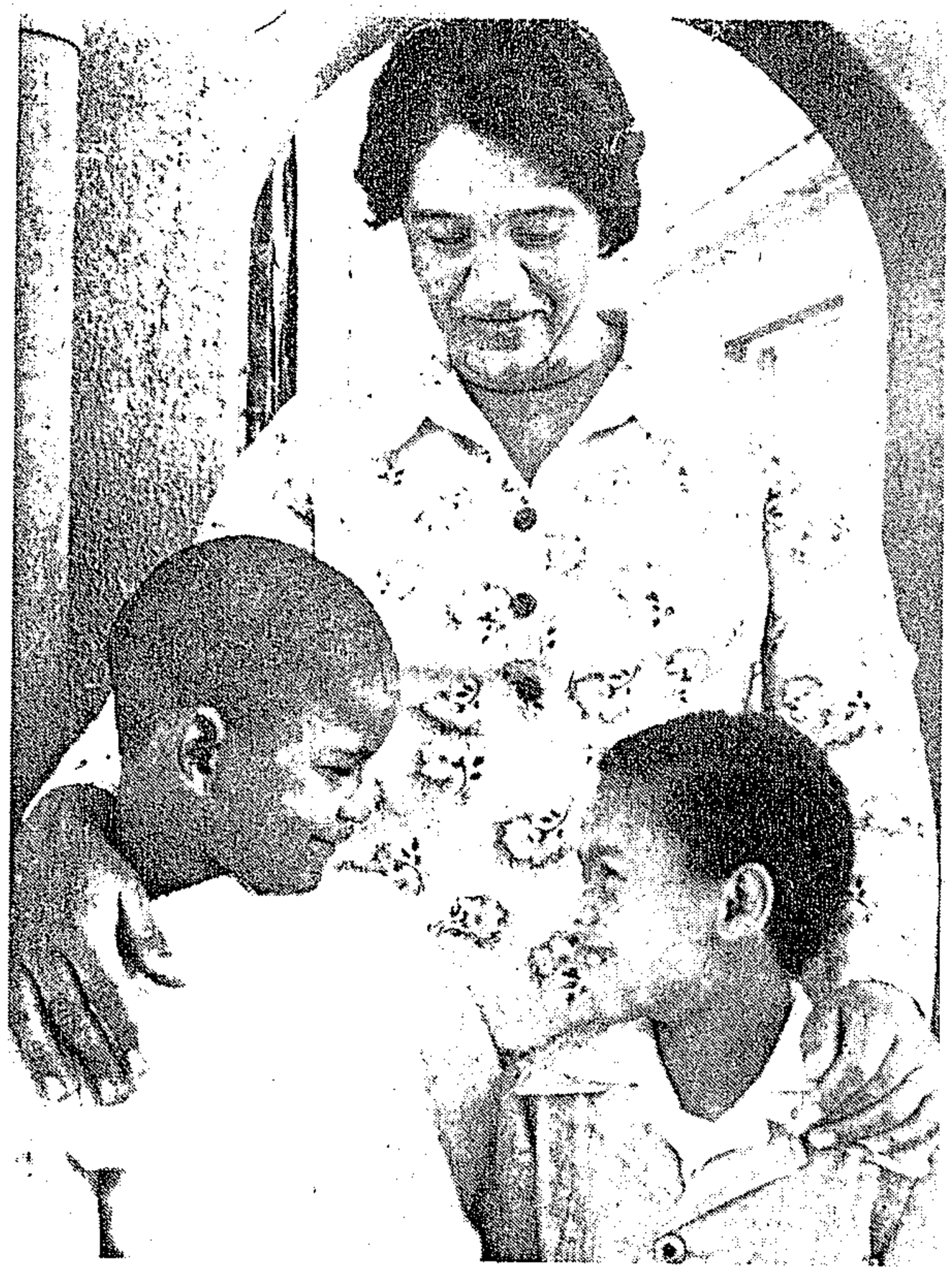
The radio said the fighting, the most serious reported for 48 hours, took place last night at Shweifat, about one kilometre from the city's international air-

in fighting at the Al-Hulwa Palestinian camp near Sidon, a former guerilla stronghold.

standing.

He reiterated that Israel was "ready to enter into peace talks with Lebanon

From reported States United



ANTON SMITH, 8 (right), with part of his holiday family, Mrs RACHEL RAUBENHEIMER and her son, JOSEPH, 7, of Korsten, who have offered to look after the little boy while his mother, Mrs Caroline Smith, tries to find Anton a permanent home.

Temporary home found for Anton

E. Post 19/6/82

By JANE STREAK

LIVING in fear of what might happen to her son has forced Mrs Caroline Smith to accept the offer of a temporary home for Anton, the eight-year-old boy who has spent the last cold week living in a shack in the bush.

The youngster, who has a chest complaint, had to leave the home of the Sonderup family, the only home he has ever known, in the white suburb of Francis Evatt Park every evening, after complaints were made to the Department of Community Development.

He is an only child and his mother has been with the Sonderup family for 18 years.

Anton grew up with the family, sharing their home and at times holidaying with them.

He is allowed to return to the house during the day but since the complaint and threatening phone calls to the Sonderup family, he now prefers to stay in the bush all the time.

After the visits by Community Development and the police, Mrs Smith is afraid Anton might be wrongly accused of doing something illegal.

"I'm so scared one of the people who reported him might harm him, so I just have to keep him inside," she said.

"Anton is also scared to go outside and after the police had been, he went straight back to the bush.

"All he comes to the house for is to eat and wash. Then he rushes back.

"There is no more playing with the white children for him."

When asked what or who he was scared of, Anton said the people who had reported him and that he might be sent away from his mother.

He said he now wanted to go and stay with his close school friend, Joseph Raubenheimer.

Joseph's mother has offered to take him in for the school holidays and this will give Mrs Smith the time and opportunity to look for a new home for her son.

Mrs Rachel Raubenheimer, of Daisy Street, Korsten, says that taking Anton in for a week or two will pose no problem, despite the fact she has five children of her own.

Joseph, seven, her youngest son, is at school with Anton and is thrilled at the prospect of having another "brother" — even if it is only a temporary one.

"Joseph is fond of Anton and keeps asking for him," said Mrs Raubenheimer.

Mrs Raubenheimer says she is quite used to children and is not concerned about having another mouth to feed.

Until recently, no one had complained about his playing with white children in the street, and after the incident the general feeling in the neighbourhood is one of shock.

Some neighbours have admitted to feeling ashamed they are living there.

Mr Arthur Sonderup applied for a permit to enable Anton to continue living in McLuckie Street.

The permit was refused and Anton has had to live in the shack with Mrs Katie Plaatjies without running water, sanitation or electricity.

Despite Mrs Plaatjies's attempts to make the boy at home, he misses his mother and living under the conditions he is used to.

Mrs Smith has had several offers for a home for her child and hopes the next week will enable her to make a decision

toria.

In Durban, Mr Mike Basson, chairman of the Radec, who knew Mr Isaacs, said he was a well-respected pilot.

4 banned for two years

PRETORIA — Four people have been banned under the Internal Security Act from attending public gatherings for the next two years, and 10 have had their restrictions lifted.

The banned are Pravin Jamnadas Gordhan, Mooroogiah Naidoo, Im-Manuel Nathaniel and Aletta Mamphela.

Restrictions have been lifted on Andrew Mzwandile Mbilini and Charles Nqakula of Zwelitsha, Monde Collin Mkunqwana of Mdantsane, and Kader Hassim, Lybon Mabasa, Baptiste Marie, Nikiwe Matshoba, Donald Mattera, Diliza Mji and Horatius Mdleleni.

Employment agency for domestic workers

E. Post 19/6/82

By SALLY KERNOHAN

UNEMPLOYED domestic workers with hungry mouths to feed now have an answer to their plight — thanks to a newly-established employment agency in Port Elizabeth

This North End agency caters mainly for domestic employment and will supply anything from temporary chars to full-time gardeners.

And with the mass unemployment in the area, it is providing work for many, who otherwise would be knocking on doors desperate for any type of job.

Since it opened its doors at the beginning of the month, the agency has been flooded with telephone calls from prospective employers and employees alike, according to a spokesman for the concern.

The spokesman said they were willing to supply chars, emergency domestic workers to help out while the employed one was on holiday as well as baby-sitters.

"We have even been asked for a domestic worker to house-sit while the owners are away and look after their pets," he said.

Other spheres where they help with employment is for companies requiring domestic labour to make tea for the staff, as well as packers for the supermarket chains.

"For our babysitting service we are contemplating using pensioners and people on disability grants, who could do with the extra money to eke out their tiny incomes," said the spokesman.

"Each applicant is carefully screened and we can supply contactable references for every person on our books.

"Because we have all the applicants' personal details, if the employer runs into difficulties while they are in their employ, we can trace the person involved with minimum difficulty, too," he said.

The spokesman said that often a call came in for a temporary domestic worker to help out in a home and, fortunately for the applicant, it often turned into fulltime employment — especially if the previously employed worker never returned to her job.

He said each applicant paid a R1 registration fee with the agency and then remained permanently on their books.

If an employer required a temporary char for two days, their cost to the agency was R8. This amount would rise commensurately with the time the temporary worker was employed.

The employer was responsible for the char's wages, food and transport costs — besides registering the worker with the East Cape Administration Board, whether in a temporary or fulltime capacity.

If, however, an employer decided to employ the temporary worker in a fulltime capacity for various reasons, there were no additional costs involved.

The spokeman said the prospective employer could interview applicants at the agency or they would make arrangements for the applicant to see the employer in his or her own home.

The greatest difficulty they had was placing unskilled labour.

ıear EL

don branch secretary for the South African Allied Workers Union of whi h Mr Soci is also a member.

A spokesman for the AFCWU said they would be taking up the incident at the highest level

They condemned what they called "complete terrorism against trade unionists by the Ciskeian Government".

Weather Forecast

FORECAST for the coastal belt from Plettenberg Bay to Port Alfred for the period ending 6pm tomorrow.

CONDITIONS: Fine and mild.

WIND: Moderate to strong, east to north-easterly.

EXPECTED TEMPERATURES

Maximum	21C
Minimum	6C

TODAY'S CONDITIONS (3pm)

Sea temperature	14C
Temperature	16,9C
Pressure	1024,3mbar
Humidity	54%
Wind	North easterly 23km.

THE MOON

New Moon	June 21
First Quarter	June 28

THE SUN

Sets today	5.15pm
Rises tomorrow	7.22am
Daylight yesterday	9hr 52min

THE TIDES

High Water	
Today	1.40am 2.12pm
Tomorrow	2.26am 2.57pm
Low Water	
Today	7.59am 8.11pm
Tomorrow	8.45am 8.56pm

PORT ALFRED TO PORT EDWARD: Fine and mild. Wind moderate to strong, east to north-easterly.

TRANSKEI AND BORDER: Fine and mild but cold overnight with frost in places.



WILD LIFE PHOTOGRAPHERS' MECCA

Young and old, professional or amateur photographers get their pictures at the SEAVIEW GAME PARK. A big variety of wild life in natural surroundings make perfect subjects. The Park is situated on the GREENBUSHES/SEAVIEW ROAD. Sunday feeding times as follows: Lions 12 noon, King Cheetah 3 pm, Cheetah 4,30 pm. Conducted tours into tame cheetah enclosure every hour. Picnic spots, tea room and walk/thru bird aviary will make your visit unforgettable.

BOUR

Inquiry wanted on farm labour and domestics

Star 23/6/82

Own Correspondent

The National Manpower Commission has called for representation on the service conditions of farm workers and domestic servants.

The chairman of the commission, Dr Hennie Reynders, said in Pretoria that South Africa had about 1,2 million farm workers and 700 000 domestic servants, but labour laws which regulated the basic service conditions of millions of other workers did not apply to them.

Earlier this year the Minister of Manpower, Mr Fanie Botha, asked the commission to probe the need for measures to protect agriculture and employers of domestic servants against malicious attacks and to determine the mutual obligations of employers and employees.

MEASURES

Dr Reynders said minimum wages were not relevant because the Minister's directive concerned only measures regarding conditions of employment in general.

Representations may be submitted in writing to the Secretary, National Manpower Commission, Private Bag X316, Pretoria 0001.

OF HEARTBREAK THAT WILL TOUCH THE HEART OF ANY MUM OR DAD

'Get out' — and Anton, 8, is banished to the bundu



● Miss Michelle Sonderup helps little Anton with his homework.

TONIGHT little Anton Smith is sleeping in a squatter's shack in the bush — because somebody told the police he had been staying with his mother in servant's quarters.

By CLIFF FOSTER

Until recently Anton, aged eight, had spent all his life with the Sonderup family in Port Elizabeth.

He watched TV and ate with the family. He went on holiday with them. He was helped with his homework and played with the white kids in the street.

Anton was 'one of the family'. His mother is the family maid.

The boy slept at his mother's side in her room.

Until a neighbour complained. The complainant cannot be identified.

Now Anton must leave his mother at 6pm every day and live "in the bush" until morning.

His mother, who hasn't seen Anton's father for seven years, has found him a bed in a squatter's shack in the Papenquils Valley — a bewildering and unfamiliar life for an eight-year-old.

To ensure Anton is separated from his mother every night the police have called at 11pm and checked under his mother's bed. She has also had to sign a paper promising he will not stay overnight with her.

His squatter hosts have signed another promising to



● Mrs Caroline Smith with Anton's mum.

ensure he stays with them.

His mother, Mrs Caroline Smith, has been with the Sonderup family for 18 years and Anton is her only child.

The Sonderups are as distressed as she is at the unexpected development.

Their neighbours are shocked. "I feel ashamed to be living here," one said.

Life in the Sonderup home was the only life Anton knew until the man from the Department of Community Development came knocking, followed by the police.

The situation was described by Miss Michelle Sonderup, 20, a student at the University of Port Elizabeth and former Rotary exchange student to Australia.

"Anton was like my little brother. He was always part of the family. When I went to Australia, I had more photos of him than other members of the family. I can't think of the family without him.

"He's my little brother. I've got three brothers as far as he's concerned. Now I hardly see him."

Anton is top of his class at school and is popular with neighbourhood children in Francis Evatt Park.

"When we moved to this suburb from Rowallen Park in September 1980 we heard some parents didn't like him playing with the white children — but their children used to call for him.

"He didn't really know the distinction between black and white.

"An official came round from Community Development and told Caroline he must leave. He could only visit during the day."

Mrs Smith arranged for Anton to stay with a family in the valley but after a while he came back. He had caught a cold and was ill.

He was restricted to the yard by Community Development officials after a complaint about him playing with white children.

"We tried to keep him off the street, but other children called and he would obviously go out to play."

Finally the police said he must leave.

An application was made for a permit allowing the lad to stay. It was refused.

Mrs Smith said: "My boy has always been with me. There are only the two of us and the family here has been wonderful to us. I am so heartsore over it and Anton himself is upset."

Mrs Katie Plaatjies, who is keeping Anton, has given him a bed in her room.

But at night he misses his mother. His marshy surroundings lack running water, electricity and sanitation.

Ironically, Mrs Plaatjies' shack is in the same white area, but is condoned because of the housing shortage.

A police spokesman confirmed the complaint and investigation. He did not know the boy had been moved.

Domestic workers

Sowetan 25/6/82

294

Legal Position of Domestic Workers

DOMESTIC workers are not protected by any of the Acts of Parliament that offer some forms of protection to the majority of workers in factories, shops, offices and mines. These Acts control matters such as the hours of work and minimum wages for employees.

While the present position leaves domestic workers very much at the mercy of their employers there are some benefits that result from their not being covered by industrial legislation. For instance, the notice that domestic workers are entitled to is longer than that which most workers can demand.

Where a domestic worker wishes to take his employer to court he can do so without having to refer the matter to a government agency. The terms of service of a domestic worker are determined by the contract she enters into with her employer when starting work. This agreement may be varied at a later date but neither party can vary the contract without getting the agreement of the other party. The fact that this agreement is not entered to in writing will not affect its binding nature. Generally the parties will not discuss or argue upon all matters that will arise once the domestic worker has started work. Where the parties fail to make certain arrangements, the law will often fill these gaps.

As domestic workers are not covered by labour statutes we have a look at what is called the common law.

Notice:

The notice period is the length of the warning that either party must give to the other to indicate that they wish to end the contract. Where an employer wishes to dismiss his domestic worker he must give the worker one month's notice of this if the worker is monthly paid. Where the worker is weekly paid she will be entitled to one week's notice and part-time workers are also entitled to notice proportionately reduced. If the employer wishes that the domestic worker leave her job immediately he must give her notice pay.

Notice pay is equivalent to the wages the worker would have received during a period — so for a monthly worker, it is one month's wages. In addition to her cash wages, a worker who receives food and accommodation must be given cash equivalent of a month's food and accommodation as part of her notice pay. Where a worker is given bus fares by her employer this will not be part of her notice pay.

Dismissal (Firing)

An employer can dismiss a domestic worker in two ways.

1. Dismissal with notice — An employer may dismiss a domestic worker at any time provided he pays her all wages owing to her plus her notice pay.

He may also dismiss her but allow her to work her notice.

2. Summary dismissal — This is where the employer can ask the worker to leave her job immediately. Where an employer says in court that she was justified in dismissing the domestic worker in this way she will have to prove that the worker's behaviour justified firing the worker immediately. An employer will be able to fire a worker in this way on account of one of the following reasons:

(a) Where the domestic worker is totally unable to do the job or is perpetually careless. This only applies in extreme cases and the worker cannot be dismissed for making one or two mistakes. Normally where the employer is not happy with the way the worker does the job he must give her notice.

(b) Where a domestic worker fails to obey certain orders given by the employer. There are a number of situations when an employee can disobey the orders given to him by his employer. Some of these situations are where she would be injured, be exposed to illness or where the work required of her is unlawful or falls outside the scope of his duty.

As domestic workers and their employers frequently don't define the scope of the worker's duties this will usually mean that a domestic worker is entitled to refuse to do work that is generally not considered to be part of the domestic worker's duty.

(c) Extreme insolence ("cheek") on the part of the employee. It seems the employer will only be able to dismiss a worker for indolence if he can prove that the worker's behaviour made it impossible for him to continue employing her.

(d) Misbehaviour such as drunkenness. A single case of being drunk at work will probably not justify summary dismissal. The employer must show that the worker was unable to do her job properly.

(e) The repeated failure to be at work, or frequently coming late to work will also justify summary dismissal.

Registration:

A worker can always leave her job legally by giving notice to her employer. Sometimes the worker can resign and be able to ask for notice pay from her employer. Whether this can be done depends on the behaviour of the employer. (This is the opposite of a summary dismissal). The circumstances under which the

● Continued on page 12

The SOWETAN

Legal clinic

PLEA

The SOWETAN continues its new service — Legal Clinic to provide you with information about legal matters. The material has been compiled by the Preventative Legal Education Association (PLEA) under the auspices of the Law Students Council of the University of the Witwatersrand. This series is just a guide, and if you have a legal problem, ask a social worker to give you the address of the Legal Aid Centre nearest you, or seek an attorney. If there are any particular areas of the law you would like us to discuss, write to: The SOWETAN Legal Clinic, P O Box 6663, Johannesburg 2000.



294 ~~353A~~ ~~81~~ E. Post 26/6/82

Many Anton Smiths in white PE



Mrs GINA LASKER with an apron made for her by a little foster child she raised for 11 years — then suddenly never saw again.

By CLIFF FOSTER

PEOPLE who were dismayed to read of Anton Smith, eight, being evicted from his mother's maid's room in a white area, can have some of their faith restored in human nature.

There are many Anton Smiths remaining in white areas around Port Elizabeth, Weekend Post has learnt.

They enjoy the same kind of good treatment Anton was being afforded — they eat with the families, take holidays with them, swim in their pools and in some cases have their schooling paid for by the families.

In most cases, they live in the city's best suburbs and families helping to bring them up are doing so because they want to take a personal hand in offering an opportunity to an underprivileged race.

Not always do the black children play in the streets with the white children, as Anton Smith did in Francis Evatt Park. But neighbouring white families know of the circumstances and condone them.

In one case, a man told Weekend Post this week: "When we read about Anton Smith my wife said to me: 'Not a word about you-know-who along the street.'"

He would not name you-know-who and for obvious reasons Weekend Post has undertaken to reveal no identities of anyone concerned.

How fraught with tension these situations are for families, maids and children, is not easy to gauge. In most instances, repeated assurances about anonymity had to be given before families and even neighbours would talk.

Families were understandably wary about publicity, but on the surface some fairly relaxed appearances were nonetheless maintained. More than one family was paying for the education of the maid's child — at the same school as their own children.

There was a high degree of integration within the home and garden and neighbours' children took the situations for granted.

At one home where an African child is living, Weekend Post was told: "How could we behave any other way? Do you think we should part the child from its mother? It really would never occur to us."

At another home: "I don't think some members of our society can begin to understand that strong attachments are formed between people — of whatever race groups — and especially where children are concerned. With children there is also a commitment to protect."

It was playing in the street with the white kids that was probably young Anton Smith's undoing. Officials who called at the Sonderup home where his mother is employed said there had been a complaint about him playing with the whites.

Because of this, as Weekend Post reported two weeks ago, Anton had to leave the white suburb by 6pm every day and spend his nights in a shack in the bush.

The neighbourhood fell under a shadow and one resident said she felt ashamed to live there. But the complainant never made his or her identity known.

Asked one: "Why doesn't he stand up if he's proud to be upholding the law and performing a service to the community? The fact that he doesn't proves him a sneak."

But Anton's case is not new. Twenty-five years ago in Summerstrand, neighbours kicked up such a furore when a family transferred from Cape Town with a five-year-old coloured girl they had adopted that, to placate them, the family had to make the little girl sleep outside in their car, with their dog as protection overnight.

Shortly afterwards, the little girl found a home with Mrs Gina Lasker, a coloured schoolteacher, in the same way Anton Smith has found a home with a Schauderville family.

"The child was a marvellous little girl and everybody loved her."

But there was a bitter twist in the end.

She stayed with the Lasker family for 11 years and then, because she had a musical bent, the Laskers, with the consent of the white family, arranged for her to study in Johannesburg and found her accommodation at the Convent of the Good Shepherd.

They drove to Johannesburg and made sure she was comfortable at the convent and never heard from her again from that day to this. Their letters were never answered.

They believe she later moved to Durban, but they have now lost touch with her completely.

"It's human nature," said Mrs Lasker. "We did what we could for her and are satisfied. Perhaps she thought we had abandoned her. No one knows."

...y of Design in Johannesburg. ● Sketch: Amanda Kruger. ● Sketch: Avril ...

294 Star 2/7/82

Domestic workers: a new deal

The lot of the domestic worker has become a matter of national concern with organisations countrywide calling for a new deal for them, reports JENNIFER MORAN.

A new deal for domestic workers could be on the cards if notice is taken of recommendations to the National Manpower Commission investigating their conditions of employment.

This could include more protection, better working hours, leave and sick leave requirements and a minimum wage.

Household staff have in the past had little recourse if their work conditions were bad. The lone voice of the Domestic Workers and Employers Project calling for co-operation and communication with a view to better conditions was their only champion for many years.

Now, however, several organisations have begun to fight for the rights of domestic staff and the Government recently appointed a commission to investigate working conditions.

The organisations working for domestic staff are:

● The Domestic Workers' Association of South Africa (based in Port Elizabeth)

● The Domestic Workers' Union (based in Durban)

● The Domestic Workers' Association (based in Cape Town)

● The Domestic Workers and Employers Project (branches in major cities countrywide)

● The Inkatha Johannesburg Domestic Workers Brigade.

Other bodies, including the Women's Legal Status Committee, have also contributed to bettering the domestic workers' lot.

Domestic Workers' Union organiser Mr Magwaza Maphalala explained that at the moment staff only have recourse to common law, which offers them little protection.

His organisation does, however, try to get workers a better deal by following up complaints from domestic workers about conditions of service.

The union is not registered and may never be.

With the present law a registered union would not be able to represent any worker who was from a homeland, so even if it could be registered, the organisers would have second-thoughts, said Mr Maphalala.

The Domestic Workers' Union is combining with the Cape Town Association and the Port Elizabeth association to send a joint recommendation to the National Manpower Commission.

It will be based on the agreed principles formulated at a meeting of the three organisations in December last year.

These are:

● A minimum wage of R110 a month for all full time domestic workers, whether they live-in or live-out.

● Casual labour should be paid at a rate of R10 a day or R5 a half-day or part thereof.

● An eight-hour day, and a six day week.

● Overtime to be paid at a rate of R2,50 an hour and no worker to put in more than 8 hours overtime a week.

● One full month's leave with full pay to be given each year and 12 days sick leave granted a year. A medical certificate to be produced after 48 hours absence.

● No domestic worker to be dismissed because of illness or pregnancy.

● One month's notice to be given by both employer or employee to terminate employment.

● Living quarters supplied for live-in staff to be clean and habitable.

● Children under 16 should not be employed.

Mr Magwaza pointed out that it was largely up to employers to call for better working conditions to be legislated. Then the Government would be forced to act, he said.

Roberta Johnston of the Women's Legal Status Committee said one of the big problems for domestic workers who lost their jobs was that in many cases they also lost their accommodation.

It would therefore mean a great deal to domestic staff to be covered by unemployment insurance, she said.

The committee wants to see a specific domestic Workers Act legislated.

The Johannesburg branch of the Domestic Workers and Employers Project (DWEP) will propose the establishment of a domestic workers authority based on the Wage Board which will review conditions of service on an ongoing basis.

Alternatively they will ask that the Wage Board assume responsibility for domestic workers as well.

They suggest a written contract be drawn up at the start of employment so that employer and employee would be aware of the expectations and conditions of service.

A written record of wages paid should also be given to the worker, they say.

The Inkatha Jo-

Initials

...names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

4. Do not write in the left hand margin.

...ooks, notes, pieces of paper or other mate... may be brought into the examination room ...is candidates are so instructed.

...idates are not to communicate with other ...idates or with any person except the invi... ...r.

...rt of an answer book is to be torn out.

...nswer books must be handed to the com... missioner or to an invigilator before leaving the examination.

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Higher wages for domestics call criticized

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CAPE TIMES 7/7/82

Staff Reporter

AN ARTICLE in the latest issue of the publication Businessman's Law attacks efforts to increase the wages of domestic workers.

Written by a financial journalist, Mr R J Friedland, the report says the wages of domestic workers are like the price of any other product on the market.

If there are unemployed work-seekers, wages of the least productive domestic servants drop, while if there are servantless housewives, wages rise.

However, if as has been proposed employers voluntarily raised wages above "market levels", wealthier housewives would cope, middle-income housewives would struggle and the lower income group would have to sack their servants.

"Thus domestic workers with the highest skills (therefore least in need of this form of charity) would enjoy better living standards, while those with lowest skills would be out of work."

The lower income housewife would have to stop working as the difference between what she and the servant earned grew less. A housewife's clerical job would be down-graded to domestic work, and the servant would be unemployed.

"I am not suggesting that efforts to promote human welfare should be suppressed, but simply that they be conducted with an open eye to economic consequences."

Miss Maggie Oewies, head of the Domestic Workers' Association, which has called on all employers to pay domestic workers a minimum wage of R110 per month, said: "If a woman has done a day's work why should she not be paid a just wage for it? How can that be called 'charity'?

"Many domestic workers work up to 16 hours a day, all week, at rates which are sometimes about 3c an hour if one analyses their salaries.

"Besides, the middle-class working woman generally pays higher wages than the wealthy housewife."

Support for domestics

Mail Reporter

DOMESTIC workers' organisations and the Black Sash are angry over a magazine article calling for domestics' wages to be fixed by free market forces rather than by "artificial" measures like minimum wage levels.

The article, in the latest issue of "Businessman's Law", is written by a financial journalist, Mr R J Friedland. He says wage levels are similar to other commodities on the market and should be determined by free market forces like supply and demand

He says the introduction of minimum wages for domestics will increase unemployment among servants because many employers will be unable to afford higher wages.

The former national president of the Black Sash, Mrs Joyce Harris, said yesterday: "Domestic workers and farm workers are the most unprotected of all workers in SA, where most workers have very little protection in any case. Anything which can be done to improve their wages and working conditions should be supported."

A spokesman for the Domestic Workers and Employers Project said servants should be paid according to the work they did.

Miss Maggie Oewies, head of the Domestic Workers' Association, which has called for a minimum wage of R110 for servants, said people were not objects to be bought and sold

They had to satisfy needs such as housing, food, transport and clothing and had to bring up and educate children, she said.

Contract aimed at better deal for domestics

EAST LONDON — The Citizen's Advice Bureau of Pretoria has drawn up a contract of employment for domestic workers which they hope will receive public backing.

The organisation intends submitting a memorandum on the contract, which suggests minimum wages and general conditions of service, to the commission set up by the Minister of Manpower Utilisation for the purpose of bringing farm and domestic employment within the orbit of labour legislation.

Several organisations have already indicated their support for the contract. These include the Pretoria branches of the National Council of Women, the Suid-Afrikaanse Vrouefederasie, the National Council of African women, the Black Sash, and the Union of Jewish women. East London's Black Sash is giving consideration to the contract.

The contract and a document, outlining instructions of using it and suggested conditions of service, was compiled by the Citizen's Advice Bureau in collaboration with representatives of community organisations and legal experts.

The suggested minimum monthly wages for Pretoria, based on the household subsistence level for the city, are R86,50 for relatively unskilled full-time live-in domestic workers and R106,50 for workers in the same category who have special skills.

The document suggests that employers who cannot afford the recommended wages should employ a servant on an hourly basis for the hours they can afford.

The proposed contract stipulates working hours, over-time compensation, pension, period of notice, increments, annual leave, accommodation and transport allowances. — DDR

Unhappy Anton's still a wanderer

By CLIFF FOSTER

LITTLE Anton Smith, the coloured boy evicted from Francis Evatt Park, Port Elizabeth, where he lived with his mother in a maid's room, is still a wandering child.

He has lived with five different families since he was forced out into the bush four weeks ago, and has woken up with nightmares that the police are after him.

An elderly couple who looked after him said his nerves were suffering and they had taken him to a doctor.

Eight-year-old Anton had lived with his mother in the maid's room all his life, enjoying the hospitality of the Sonderup family (which included meals at the table, help with his homework, TV and holidays with the family). He had played without any problems with all the kids in the street — until someone complained.

Then under the Group Areas Act he was ordered out. His mother, Mrs Caroline Smith, had to board him with a squatter family

● Turn to Page 2

By WAYNE ASHER

SALES in popular makes of new cars hit time high last month, according to figures Port Elizabeth motor dealers.

Sales surged as buyers rushed to beat higher HP rates, and in the Eastern Cape these sales seem to have been higher than in most other regions, according to the reports.

Mr Tony Newman, vehicle sales manager of Volkswagen South Africa, said Volkswagen sales in the Eastern Cape were 34% better in June than in May

Reports from dealers in other makes indicate that sales could be as much as 30% higher last month than they were in May.

Some franchise holders say their sales in June have set new records.

Mr Noel Austin, sales director of Algoa Toyota, said they had sold 203 passenger and commercial vehicles in June. This was an "all-time high" for them and was considerably more than their previous record sales of 176 the month before.

He agreed the increase was probably due to the increase in interest rates about halfway through the month.

Mr Alan Taverner, managing director of Embassy Volkswagen, said their sales were up by about 30% on May.

"We did surprisingly well in our Golf/Jetta range. And we could have sold more of the new Passats if more supplies had been available.

"But I think we would be over-optimistic to think new car sales generally will stay at a high level. The signs are that they will probably tail off towards the end of the year."

Mr Peter Ray, manager of Kahns Sigma, said June had been "a good month all around". Sales were up by nearly 36% on May.

Mr Syd Lippstreu, assistant managing director of [illegible], said sales of passenger and light commercial vehicles were up by about 30% on the corresponding figures for May, even though there seemed to be a "general dip" in the economy at present.

He put the higher sales down to a longer business month than normal with 23 selling days and also thought there was a rush to beat the increased HP interest rates.

Mr Gunter Kickhöfel, managing director of Continental Cars, said they had had their second best month since [illegible] ed selling [illegible]

Mr George [illegible] Simpson For Grange Park was their [illegible] since openi[illegible]

"I sold 103 [illegible] cars, which [illegible] for a subu[illegible] he said. "If [illegible] bad times, [illegible] on."

Another dealer Diederichs, Williams F[illegible] had definite[illegible] ter month t[illegible]

Mr Don Cher[illegible] ager for a [illegible] in Port [illegible] their new [illegible] been co[illegible] would have their stock been better

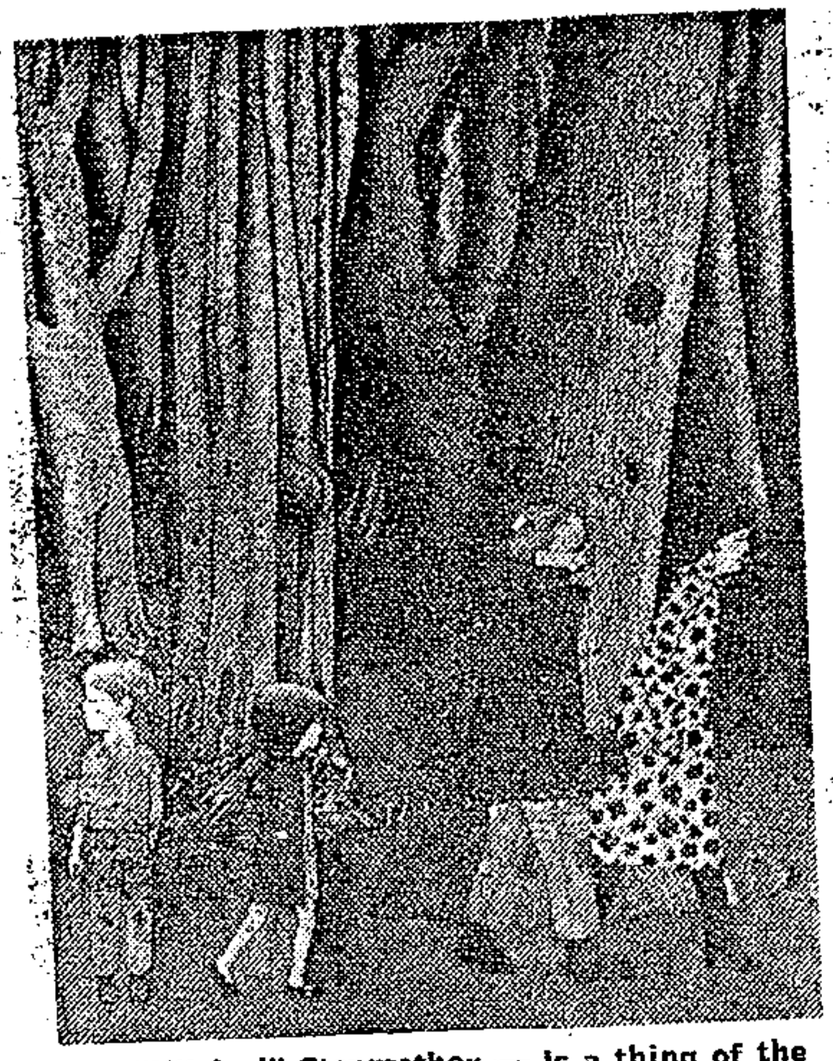
"We had a s[illegible] in our Pu[illegible] cles — [illegible] butter [illegible] have sold more of t[illegible] had them."

He said Port mained " South Afri[illegible] mand for [illegible] city was [illegible]

● Reports f[illegible] other cent[illegible] similar [illegible] car t[illegible]



Mrs ANGELINA NOMAKU stands in the ruins of her hom[illegible] which was razed b[illegible] fire in Walmer Town[illegible] ship last night. Be[illegible] hind her are th[illegible] remains of the hut [illegible] which her grandch[illegible] and his mother died



The "Wicked" Stepmother — is a thing of the past. This modern illustration of "Hansel and Gretel" is taken from The Brothers Grimm published by Julia MacRae Books.

Domestic wages could prove to be detrimental

Could a minimum wage for domestic workers be detrimental rather than beneficial? JENNIFER MORAN put this question to some top Johannesburg people and she sketches the background to the legislation introduced in Zimbabwe.

The debate over domestic workers' wages and their conditions of employment is beginning to simmer.

While the National Manpower Commission on domestic and farm workers starts to sift through evidence submitted to it this month, the issue is also being discussed in homes throughout South Africa.

We asked some leading Johannesburg people what they thought of the proposal from groups fighting for domestic workers' rights that a minimum wage of R110 for full time staff be introduced.

Tony Bloom, Executive Chairman of the Premier Group decided he believed in "a decent and fair minimum wage" after wrestling with the pros and cons.

"It's the age-old problem in South Africa — that half a loaf is better than none. There is always a danger that people will be laid off," he said.

Elizabeth Bradley, a director of Wesco Investments felt that a minimum wage requirement would create unemployment among people who desperately needed jobs.

"I pay my staff more than that but would be very loath to suggest that amount should be universally accepted.

"For many women domestic work is the first step in employment. They might not even be able to speak English or have any experience. Someone should talk to one another, come to some agreement.

Employers should explain that they cannot pay more at the moment and point out that if the worker has been employed for some years she probably is well looked after, well clothed and well housed," she suggested.

Wicked step-parent image has to go

By Lynne Cornfield in New York

Forty five out of every 100 children born today will live with a stepmother or stepfather at some time before they are 18 years old if the present trend continues.

This means that the image of the wicked stepmother and cruel, lustful, stepfather must go ... they are no longer in the interests of society. Furthermore, in most instances they are not true. The myth of the wicked stepmother has, however, a powerful cultural hold and a grip of children's imagination.

She was introduced through literature such as "Hansel and Gretel," and "Cinderella," and could be banished the same way: through books.

While it is unlikely that publishers have especially commissioned books to change the image of step-parents they have certainly contributed to the debate. Whether they will be meaningful or give delight to children."

For whatever reasons they were written and published, the books are there and time will tell what impact and value they have as attitude moulders.

Among the books are: Betsy Byars's "The Animal, The Vegetable and John D Jones" which tells about three children's struggle with the stresses of becoming a blended family; Hilma Wolitzer's "Out of Love", which tells about a 13-year-old girl's emotional trials and tribulations in accepting her stepmother; Evan Hunter's "Me and Mr Stenner" which tells of an 11-year-old's journey from dislike to love of her stepfather, and many more.

On a different level, an adult, deliberate, level, a husband and wife, psychiatrist and clinical psychologist team, Dr John Visher and Dr Emily Visher, have written "How to Win as a Stepfamily" — and they should know, each has custody of four children from a previous marriage.

The couple is deeply committed to helping step families and to this end they founded the Stepfamily Association of America which started as a small group in California but mushroomed into a national organisation within two years.

Equal rights battle goes on

By Cheetah Haysom in New York

More than 250 members of Congress, including more than half the Senate, have co-sponsored a new amendment granting equal rights to women in America.

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While it is unlikely that publishers have especially commissioned books to change the image of step-parents, they have certainly contributed to the cause by publishing many books on that theme.

Writers have also probably not deliberately set out to be moral reformers, but have written about issues that reflect their times.

Mr John Donovan, executive director of the Children's Book Council in New York, sums up the situation: "I think the new stepmother and stepfather is being presented in a positive way. The trend is to portray them not as villains, but as real people who are part of a realistic family situation."

"I think it should be stressed, though, that 90 percent of books aren't written for didactic purpose. You can't pigeonhole books and say, 'this one is written to show that stepmothers can be nice people.' They are published because they are successful literary expressions that may be meaningful or give delight to children."

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More than 250 members of Congress, including more than half the Senate, have co-sponsored a new amendment granting equal rights to women in America.

The deadline for passage of an Equal Rights Amendment passed last month after a 10-year battle. Only 35 of the required 38 state legislatures had passed it.

At an emotional rally in Washington DC this week more than 200 members of Congress, both Republicans and Democrats, showed their support for a new attempt to get the measure passed.

However, the backing in Congress is still far short of the two thirds support needed before it goes to the states to be ratified.

Opinion polls show that the majority of Americans support the ERA. The Democratic Party has pushed it but the Republican Party —which originally introduced it and has championed women's rights through history—opposed it at the 1980 convention.

President Reagan also opposes it.

Republican Senator Bob Packwood said that rejecting the ERA was "the worst mistake the party has made morally and politically since its founding."

He predicted that the Republican stand on so-called "women's issues" would lose his party five or six seats in the elections in November.

Recent polls have shown that women are developing their own political profile. They are turning away from the Republican Party and President Reagan.

domestic workers' rights that a minimum wage of R110 for full time staff be introduced.

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"It's the age-old problem in South Africa — that half a loaf is better than none. There is always a danger that people will be laid off," he said.

Elizabeth Bradley, a director of Wesco Investments felt that a minimum wage requirement would create unemployment among people who desperately needed jobs.

"I pay my staff more than that but would be very loath to suggest that amount should be universally accepted.

"For many women domestic work is the first step in employment. They might not even be able to speak English or have any experience. Someone like that would not be employable at R110 a month.

"For many, especially in the rural areas, it could mean the difference between having a job or nothing."

Television producer Carole Charlewood said the proposal sounded "pretty reasonable."

"I think it's quite important to have a standard, some sort of criterion. Then part time services could be based on that. One could work out how many hours one could afford," she said.

Mrs Joy Hurwitz, national president of the Housewives' League said women in South Africa were definitely doing more of their own chores because they needed to save money and this was one way they could do it.

This meant that a lot of people were out of work.

"I think people

Fosatu urges SATS to open negotiations

EAST LONDON — The Federation of South African Trade Unions (Fosatu) has urged the South African Transport Services to open negotiations with the General Workers Union (GWU) to try to resolve the union recognition dispute in East Cape ports.

In a statement issued after a central committee meeting in Johannesburg, Fosatu warned of the consequences of SATS' "intransigent and ostrich-like attitude" towards recognition of the GWU, which has several hundred dockworkers in its membership.

"SATS has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions, employers and overseas organisations," the statement said.

"As a result of its intransigent attitude, which is out of step with even the stated government policy, SATS must bear direct responsibility for any industrial unrest on the docks."

Fosatu accused SATS of using intimidatory tactics" to suppress the GWU, which it described as "a representative union."

"SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers."

Reacting to the statement, an SATS spokesman Mr Leon Els, said from Johannesburg that the organisation felt it was "not necessary" to negotiate with outside unions when it had its own "in-house unions".

"Our own Black Staff Association has a membership of approximately 55 000. The GWU does not have more than 1 000 members in the SATS, and we feel the existing channels of communication are sufficient," the spokesman said.

Referring to Fosatu's allegation of intimidatory tactics, the spokesman said there had been no individual complaints from employees to back this up.

"We have had letters from the GWU and the International Transport Federation, but no direct complaints from employees." — DDR

delegation.

Ecab suggest R50 a month for live-in domestics

22/7/82 E.Post 294 340 310

By RUTH GOLEMBO

IMMIGRANTS wanting to employ domestic workers are advised to pay them R50 a month as a "reasonable salary" by the Labour Section of the East Cape Administration Board (Ecab).

"This is far below the mimimum wage of R110 recommended by the Domestic Workers' and Salesladies' Association and has been described by the PFP MPC for Walmer, Mrs Molly Blackburn as "gross exploitation".

In an 1820 Settlers Association newsletter immigrants wanting to hire domestic help are advised to get in touch with Ecab "where fully informed officers will give them advice on all aspects of employment of domestic servants".

When the Evening Post phoned Ecab's Labour Supply Officer, Mr M J Rademeyer, he said R50 should be paid to a full-time "live in" domestic worker.

According to Mr Rademeyer, one does not need to supply accommodation for domestic workers, but "it is better if you do, because then you will know where she is and what she is doing".

The secretary of Dwasa, Mrs Pat Maqina, said R110 was the minimum wage recommended and it was up to the employer to provide adequate accommodation if she was to live in. On a day off employers should provide return busfare and if she is required to do babysitting at night, R2,50 an hour was "a reasonable rate", she said.

Mrs Blackburn, said she was "appalled" that Ecab could recommend R50 a month.

"Depending on the type of work and the size of the house and family, I think between R90 and R110 is a reasonable salary. But then I also feel the employer should contribute to a monthly pension fund for the domestic worker," she said.

But many domestics are getting even less than the R50 recommended by Ecab. A case was recently brought to the attention of the Evening Post concerning a mother of three young children who was fired and given only half her monthly wage of R25.

According to a Port Elizabeth attorney "there are no laws that lay down the minimum wages for domestic workers. Usually there is only an oral contract between the employer and the domestic worker and not a strictly enforceable written contract of employment as in other trades," he said.

Photo in identity book not his

JOHANNESBURG — When Mr Lambert Myburgh ("Buks") Kruger, a white resident of Vereeniging, received an identity document from Pretoria, he thought it was the wrong one.

The photograph in the document indicated that it belonged to a black man.

Union Jack fluttered but briefly

Post Reporter

THE Union Jack flew briefly at half mast atop the Reserve Bank in Port Elizabeth this morning.

It fluttered alongside the South African flag but was later replaced by another South African flag.

According to a spokesman for the bank, the British flag was hoisted in error. "Our worker who raised it simply made a mistake," he said.

The flags flew at half mast as a mark of respect

A spokesman for the SACU delegation said: "We're obviously not going to get an invitation now."

The SACU president Mr Joe Pamensky, has planned a Press conference for tonight to spell out his union's future policy. He said he was holding fire until then to hear whether the ICC made any statement on South Africa after its meeting.

Even though the SACU delegation were not called in to address the meeting, the South African issue was expected to be discussed at the ICC meeting because it was the subject of resolutions last year.

Mr Pamensky and his colleagues have also lobbied heavily among ICC delegates to press South Africa's case for readmission to international cricket.

The SACU men found that while many ICC delegates were sympathetic, the Republic's position rested in the final analysis with the govermnents of the member countries.

It is believed the four black ICC nations — the West Indies, India, Pakistan and Sri Lanka — made it clear they were against the SACU being given a hearing

Mr Pamensky has warned that that tour was born out of frustration and that the SACU will have to think about organising similar tours in the future if the ICC does not offer any tangible encouragement.

Meanwhile, the Freedom in Sport organisation today warned the ICC that unless it offered tangible encouragement to South Africa, world cricket could be blown apart.

But in a statement the FIS chairman, Mr Tommie Campbell, also had some tough words for South African sport.

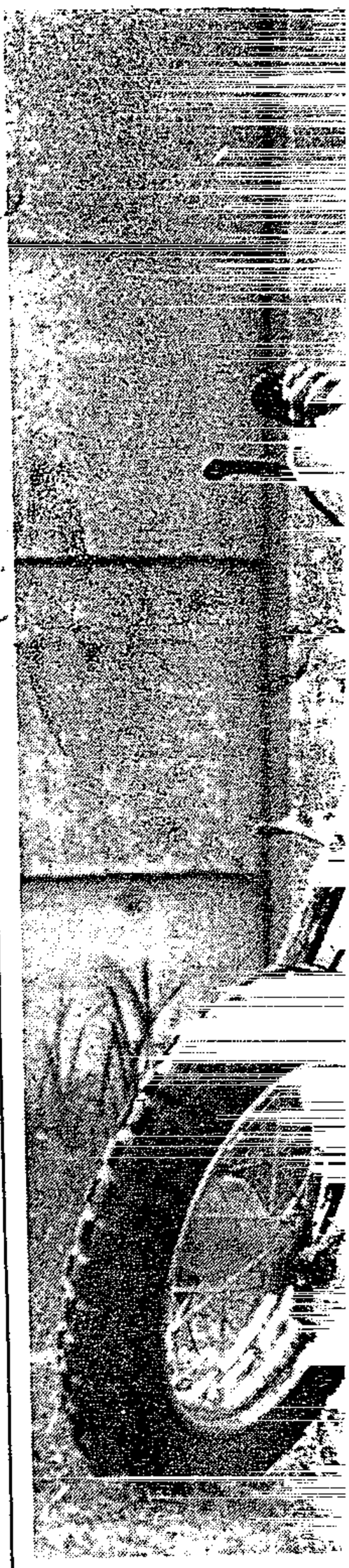
"I must again point out to South African cricket, and sport in general down there, that they must have a continuing presence over here," he said.

"With respect, the SACU cannot expect to come here on a once-a-year basis and get results.

"It must be an hourly, daily, weekly grind of keeping in touch with the situation.

"For example, in South Africa's place I would have concentrated on teams at this stage, not Tests — let them come later."

Mr Campbell continued: "I pointed out last week to the international cricket authorities in London in no uncertain terms that a multiracial cricket team visiting South Africa would be more healthy for world



Four-year-old DONOVA mini motorcycle. But :

VW work 192 152 wage neg

By SANDRA SMITH

ALMOST the entire labour force at Volkswagen returned to work today — but a crucial Industrial Council meeting to resolve the dispute which brought the motor industry in Port Elizabeth and Uitenhage to a halt was adjourned within minutes.

When talks resumed the National Automobile and Allied Workers' Union (Naawu) asked for the minutes of the previous Industrial Council hearing on Monday.

R50 is 'ruling wage' for Walmer domestics — Koch

E. Post 23/7/82 (294)

Post Reporter

THERE was no stipulated minimum wage for domestic workers, the chief director of the East Cape Administration Board, Mr Louis Koch, said today.

He said wages were determined by the conscience of the employer and by what a domestic worker was prepared to accept for her services.

Mr Koch was responding to an Evening Post report yesterday that Ecab's labour section recommended R50 as a "reasonable salary" for domestic workers.

He said that according to information obtained in contracts registered at Ecab by employers, R50 was the "ruling wage in Walmer at the moment".

"Depending on the size of the family, the type of work the domestic is to do, the extent of her skills and the hours she is expected to work, domestics are paid whatever she and the employer agree to.

"No one can say what should be paid and Ecab, in advising the public, merely informs them what the average wage in the various areas is," Mr Koch said.

He said an investigation into the working conditions for the two million agricultural and domestic workers in South Africa was being undertaken by the National Manpower Commission.

The investigation was announced by the Minister of Manpower, Mr Fanie Botha, in February.

gression in Namibia and pended students.

the SA Union of Jewh Students (SAUJS). onfronted about 500 lack Student Society BSS) members, supporters of the guerilla LO.

FACTIONS

The two factions organised meetings to focus n the war between Israel and the PLO in ebanon. The two neetings were to pledge olidarity with opposite

Cleaners sacked

SOME white Johannesburg companies who employ black women as flat cleaners have been warned to register them and to stop exploiting them by paying them low salaries, to avert a tragedy of tomorrow.

This warning was made by the general secretary of the Brushes and Cleaners Workers Union, Mrs Mary Ntseke, following reports that more than 50 employees of Supervision had been recently sacked.

Supervision is one of the white companies in the city that has contracts to clean flats in the city.

Several cleaners employed by these companies have complained of low salaries, not being registered, no transport after work and poor working conditions.

The operations manager of Supervision, Mr G J Verseer, said that workers were often dismissed because of theft, drinking on duty and refusing to take instructions.

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S1730

Witness jailed

FORMER Fort Hare student Mpila Ichabod Thaho yesterday became the fourth man to be jailed this week for refusing to testify in the Pietermaritzburg treason trial.

Thaho, who has been in custody since November 25 last year, was jailed for five years. As he left the court he raised his clenched fist in a salute.

Mr Justice van Heerden said that Thaho could not claim that it was just cause to refuse to testify on the grounds that he did not want to give evidence against a black brother and that there were pressures in the community preventing him from doing so.

The judge said that there came a time when loyalty to the State transcendeded community pressures and ostracism.

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New contract protects domestics, employers

Legal protection for domestic servants is now available in the form of a contract for worker and employer.

The contract, which will record the terms and conditions of domestic employment, was drawn up by a Pretoria committee.

Prominent organisations such as the Pretoria Citizen's Advice Bureau and the National Council of Women, were represented.

"We aim to educate South Africans about the rights of domestic servants," said the committee chairman, Mr Brian Currin.

"At the moment black domestics have no protection under the law."

The contract, printed in English and Afrikaans, suggests guidelines for wages, increments, leave, accommodation and transport. For more details, telephone (012) 26-8320.

Natal Mercury, Tuesday, August 17, 1982

'White' by night, Bill moved, board denied

African Affairs Correspondent

THE Durban regional representative of the KwaZulu Government as well as a spokeswoman for the Black Sash have accused the Port Natal Administration Board of anticipating the Orderly Settlement of Black Persons Bill by its sudden campaign to reduce the number of blacks living in the central Durban area.

But the board has denied it is trying for a 'white by night' Durban.

But KwaZulu, Black Sash accuse board over Bill

And the MP for Durban Central, Mr Peter Gastrow, said that if the motivation behind the recent action were to make it easier to introduce curfews in terms of the new Bill, then this was an 'outrageous and devious' way of dealing with the black-white situation.

Mrs Jillian Nicholson, who heads the Black Sash advice office in Durban, said that the new Bill — which has not yet been referred to a select committee — provided for heavy fines for black people who were in an urban area illegally.

She said the idea of a curfew and that of getting rid of urban blacks appeared to be linked in the minds of Government officials.

Mr J T Zulu, the urban representative in Durban of the KwaZulu Government, said his government would be raising the matter with the board. He did not understand how the Bill could be applied before it became law.

Mr Gastrow said he had written to the Director-General of the Department of Co-operation and Development, Mr R J Raath, asking for details of the formula in terms of which the number of permits for blacks living on premises where they worked would be reduced.

He said he had been told originally that this action was being taken in terms of departmental policy, but now it appeared that the board was applying the Urban Areas Act of 1966.

The chief director of the Port Natal Administration Board, Mr H A du Plessis, yesterday denied that the board was implementing a policy of 'white by night'. It had not yet expressed its opinion on this, he said.

Mr du Plessis said the board had approached the Deputy Minister of Co-operation and Development, Dr G de V Morrison, to reconsider the formula for housing blacks living on premises in the central city area in view of the fact that the formula was now a few years old.

Dr Morrison, however, believed that the formula was still applicable.

Mr du Plessis said that, in case of need — where pensioners who relied on black domestic workers were concerned — the formula was exceeded with the approval of the minister.

He said the board was not pre-empting the Orderly Settlement of Black Persons Bill. It did not even know what was going to happen to the Bill.

Clamp-down 'will cost domestics their jobs and lodgings'

African Affairs Correspondent

FEARS have been expressed that the current cut-back by the Port Natal Administration Board of blacks living in the central Durban area will mean that many domestic workers will lose their jobs as well as their accommodation.

The fears were expressed yesterday by Mrs Jillian Nicholson, who heads the Black Sash inquiry office, and is currently investigating the effects of the clamp-down.

Mrs Nicholson said that, for many contract workers, accommodation and jobs went hand in hand.

She was of the view that domestic workers who would have to find alternative accommodation as a result of the board's sudden vigilance, might lose their jobs as well.

Mrs Nicholson referred to KwaZulu's acute housing crisis and asked :'Will the Port Natal Administration Board find these people accommodation?'

A spokeswoman for the Domestic Workers and Employers Project said the organisation was 'very worried' about the implications of the new move.

Mr Peter Gastrow, MP for Durban Central, said he could not think of a valid reason for the present tightening-up of regulations by the Port Natal Board.

The Mercury formulated a series of questions on the 'white by night' dispute yesterday for the Deputy Minister of Co-operation, Dr G de V Morrison.

The media spokesman for the Department of Co-operation and Development, Mr Johan Oosthuizen, said a reply would be sent today.

Domestic pension fund takes off

294
Sowetan R300
18/8/82 R554

THERE'S been a "pretty good" response from all sections of the community to a call by the Domestic Pension Fund in Johannesburg to employers to buy full pension covers for their domestic employees.

Ms Judy Powell, a consultant on the Domestic Pension Fund in Johannesburg, said in an interview that, whilst whites and some Indians and coloureds have enrolled, blacks have accepted the idea with much enthusiasm.

"Being initially an employer responsibility, the response from whites has been pretty good.

"Blacks were a little bit wary about our motion in the beginning. Once they knew the full facts, they accepted it with a great deal of enthusiasm," said Ms Powell.

The fund was set up countrywide recently as a kind of insurance by employers for their domestic employees against the odds of disability, dismissal and death.

Brochures circulated stated that for as little as R10 per month, a full pension cover could be bought for domestic employees.

Blacks call for a say

18/8/82 Star

294

By Jennifer Moran

Blacks should be serving on the National Manpower Commission on Domestic and Farm workers to make it representative, says the Inkatha Johannesburg Domestic Workers Brigade.

In a memorandum to the commission it says: "Blacks should have a say in matters affecting their fate."

The brigade circulated questionnaires to members to get a picture of what the domestic worker faces in Johannesburg.

It found that wages ranged from R32 to R150 a month. Some workers had not had an increase for five years.

More than 60 percent of the people in the survey were breadwinners.

Some workers started at 6 am and were expected to stay on duty until 11 pm. Several were not given annual leave; others got two weeks a year.

The most serious exploitation was in work, says the brigade.

Most domestics were expected to cook, clean the house, wash and iron, and baby-sit. Some were also expected to help in the garden and wash cars.

The brigade recommended creation of separate legislation to regulate the relationship between employer and domestic, bearing in mind that this relationship was different to most other employer-employee relationships.

It suggests:

- A minimum wage of R90, increased every six months.
- An eight-hour day; hours worked after that to count as overtime.
- Annual leave to be agreed by both parties; the worker to get a bonus equal to at least a month's salary.
- Employers should provide accommodation and where this is not possible compensate the worker for transport.
- A clear, written agreement specifying work and hours. It should be an offence for employers to force employees to do work not agreed on or exceed working hours.
- Training for domestics to encourage professionalism.
- A watchdog body to monitor employers and employees.

The brigade also asked that the present labour law be amended to include domestic workers in the Workman's Compensation Act and the Unemployment Insurance Fund.

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No intention of reducing permits in Durban, MP told

Board 'won't bar the domestics'

African Affairs Correspondent

THE Port Natal Administration Board says it has no intention of reducing the number of permits for domestic workers living in private households in the Durban area.

The director of employment services of the board, Mr H J Venter, was answering a query yesterday from Mr Peter Gastrow, MP for Durban Central.

Mr Gastrow had asked whether the board's present policy of substantially reducing the number of permits for domestic workers living in blocks of flats in the central city area would be extended to workers in servants' quarters attached to white-owned houses.

Meanwhile, the media spokesmen for the Department of Co-operation and Development, Mr Johan Oosthuizen, has pointed out that employers of black labour in the central Durban area were notified two years ago of the board's intention to tighten up on accommodation licences.

He pointed out that this was not a 'sudden' campaign.

Replying to fears expressed by Mrs Jillian Nicholson, who heads the Black Sash inquiry office in Durban, that contract workers affected could lose both their accommodation and their jobs, Mr Oosthuizen said the current issue did not primarily concern contract workers.

Where the situation arose where a contract worker could lose his or her job, the board would investigate in order to establish how the matter could be resolved, he said.

He said the people concerned had been given three months to look for alternative accommodation.

Mrs Nicholson said she still believed that the situation was 'crazy'.

There was a critical shortage of accommodation for blacks in the Durban area and yet she had been told by the caretaker of a block of flats in the city that three servants' rooms in the building were empty at present because of the current clampdown.

Mrs Nicholson said she was not convinced by PNAB's protestations that the present drive had nothing to do with the implementation of the Orderly Settlement of Black Persons Bill.

'The Bill is clear in its intention to have "white by night",' she said.

Domestic workers' rooms in new houses could be illegal

E. Post 21/8/82

By WAYNE ASHER and ANDREW DONALDSON

IN some of Port Elizabeth's prestige new townhouses domestic workers are being housed in the garages, because the houses have no maid's quarters.

These cramped quarters, apart from being potential fire-traps, are illegal in terms of the municipal building by-laws.

Port Elizabeth's Chief Building Inspector, Mr B T McKenzie, said owners would be served with notices if it was found they were allowing domestic workers to live in these makeshift "rooms".

They would then be made to supply the municipality with plans of their so-called "servants quarters", and if these did not meet with the specified requirements, modifications would have to be made or the quarters would be closed down.

He said there had to be a proper fire wall, at least 230mm thick, between garage and living area.

One townhouse the Weekend Post visited had only thin panelling partitioning between the "servant's quarters" and the rest of the garage. The maid's "room" was about 30cm wider than a single bed and about 60cm longer.

The quarters included the compulsory toilet which had been incorporated into the garage when the house was built.

"Certain parameters are set down for habitable rooms. As far as servants' quarters are concerned, the minimum floor area must be 7,432m²," said Mr McKenzie.

"There must be adequate cross-ventilation — window area must be at least 10% of the total floor area — and the minimum ceiling height must be 2.594m."

Mr McKenzie said the term "townhouse" was anomalous:

"Townhouses are built under sectional title. They are all situated on one erf and building regulations do not necessarily insist on their having a servant's room — only a servant's toilet."

He said the townhouses were serviced by the body corporate and they were not designed to have live-in garden or domestic help.

"The trend nowadays is to build houses without servants' quarters," said a Port Elizabeth estate agent, Mr Dave Summerton.

He said this was due to high building costs, and in many cases houses were built in such a way that outbuildings could be added if the need arose.

"This is not the case in townhouses though. They're so small, there's no need to have a live-in maid to do all the housework," he said.

"People should know this when they move into a town house."

He said that in blocks of flats, the servants were housed in a separate block of quarters altogether. Some town houses had these separate quarters, others not.

Another estate agent said: "When we set out to build 30 townhouses in Summerstrand we did a survey and 50% of the people interviewed wanted servant's rooms, 50% did not.

"If you are selling to a family they will probably want a servant's room so that they have a baby sitter at night. Ultimately, we designed the houses so that servants' rooms could be added to those that didn't have them, and the servants' rooms we built were constructed in such a way that a dividing wall could be removed and the room could be used as a study.

"I have heard of instances where people are housing their servants in the garages. Obviously it's illegal and I think they are being very silly.

"A lot of these people think of the cost. It costs about R2 500 to build a servant's room these days."



The cramped area of garage space partitioned off to make a domestic worker's room at one of Port Elizabeth's new townhouses.

How to help a domestic worker get an old age pension when she's 60

294 300 ~~255A~~

E·Post 25/8/81

By YVONNE STEYNBERG
Woman's Editor

FAITHFUL Emma has been the domestic helper for two families for a total of nearly 30 years.

Now this faithful black woman is old and weary, her eyesight is failing and her legs plague her because of her varicose veins.

She looks older but she is actually approaching 60, the age at which she will qualify for an old age pension.

But how to go about it?

She has heard many tales from others who gave up their permanent jobs in anticipation of the pension, and then the pension never materialised.

Because Emma is known to me, I decided to find out whatever I could of the procedure for her pension application and at the same time give employers who want to help their employees the facts of what to do.

I called on Mr F J Fourie, Commissioner of Co-operation and Development, Eastern Cape.

Also present was Mr C E Kritzinger, section head in charge of accounts at the offices in Africa House.

This is the section directly involved with the paying out of pensions to black men and women.

"When you consider that we pay out pensions for more than 12 500 black men and women over a 14-day period every two months, then the complaints of delays or non-payment is a mere drop in the ocean," Mr Fourie said.

He said the payouts were handled on a bi-monthly basis, otherwise the staff would be 100% involved with payouts and the system would be unworkable.

It is anticipated that the present monthly pension of R40 for blacks will be increased to nearly R50 by October, giving them a bi-monthly payout of R100, or the equivalent (according to statistics) of the amount older black women are earning in some Port Elizabeth households.

This is what Emma will have to do to get her pension.

First of all, it is not necessary for her to produce a birth certificate.

Her identity book will give her date of birth and is acceptable as proof.

Should such proof not be available, a recognised assessment of age, which can be done at Africa House, or a medical certificate, will be accepted.

Form DSO305, available at Africa House, must be correctly completed and submitted for processing in Pretoria.

If everything is in order, it will take about two to three months before the applicant is advised on form R60a whether the application has been successful.

If the application is successful, the date on which first payment is made will be given on the form, and the new pensioner will also get a year's scheduled programmes of dates on which the pensions will be paid out.

When the first payment is made, the pensioner is again reminded of the next date.

"This is to ensure that they come and collect their pension on the due date at the correct centre," Mr Kritzinger said.

Such precautions and reminders are necessary because if a pension is not claimed for six months — three payments — it will lapse.

No pension is payable while a pensioner is detained in a Government institution, for example in prison.

"Often applications do not contain all the correct information, such as stating when an application has already been made in the past, or lapses in payment, and then the computer will reject an application, leading to delays in payouts," Mr Fourie said.

He said most of the difficulties encountered were usually with incorrect or incomplete applications of foreign labourers.

The means test is applicable for as long as the pension is received.

A pensioner is allowed to earn about R30 a month without losing his or her pension.

"You would be amazed at how many people phone us to find out if their gardener or domestic worker could not have his or her salary from them reduced so that he/she can qualify for a pension — but keep on working for them, virtually subsidised by the State," Mr Fourie said.

He said such callers were usually reluctant to give their names or addresses.

Payouts are mostly made in community centre halls where they are available, like the Centenary Hall in New Brighton, Daku Hall in Kwazakele, the Zwide and Veeplaas rent offices, and at the Walmer Location.

A bi-monthly visit is also made to Livingstone Hospital, where bedridden patients are paid out — if the department is notified that the pensioner is in hospital.

In the case of a bedridden patient being at home and unable to collect the pension, a relative or friend can obtain a power of attorney from Africa House to collect the pension.

Assistance is also given for the funerals of pensioners.

The person holding the power of attorney can claim, upon presenting receipts for funeral expenses, the last pension due, or portion thereof, towards the expenses.

"Many are under the misapprehension that we will pay for the entire funeral but it is only the amount of the pension due or portion thereof which will be given towards it," Mr Kritzinger said.

In worthy cases assistance is given to pensioners who are waiting for pension payouts in the form of blankets kept in store, and orders for essential groceries, which can be bought at any store which will accept the department's order and send the account.

If a genuine delay has occurred in the pay-out of a pension, arrear amounts are included with the first payment.

For disability pensions a medical certificate is necessary with the application.

Payouts are also made on farms, and farmers who want to apply on behalf of their farm workers for old age pensions, can obtain form DSO305 by telephoning or calling at Africa House.

However, because of tales of delays some black women and men may be tempted to apply for their pension a few months before they turn 60, or 65 in the case of men.

"It is best to make an application say not more than one month before the time, because the computer will reject the claim on the grounds of the age not yet being 60," Mr Fourie said.

He said the applicant must then wait about two to three months for notification of acceptance, and possibly two months for the first payment to start — but that payment will include all the back pension payments due.

From then on, few problems are experienced with the regular payouts.

R110 wage aim for maids

By CAS St LEGER

DOMESTIC servants with special skills should be paid a minimum of R110,50 a month, an advisory committee recommends.

If they live in, they should receive R106.50.

Unskilled staff living in should be paid R86,50 and those living out R100.

Casual maids should get R7,25 a day and part-time gardeners R8,50 a day or R1,65 an hour.

These recommended wages are part of a new deal for black domestic workers put forward by a committee chaired by Pretoria legal expert Mr Brian Currin.

At present, domestics in the Witwatersrand are paid R68 a month on average, according to an informal survey by the Domestic Workers and Employers' Project.

But in rural areas, wages can be as low as R25.

The committee has spent six months drawing up an employment contract for domestics which it hopes will lead to legislation.

It is the first organised effort to give them legal protection other than under Common Law.

Overtime

The contract, to be submitted to the Manpower Commission, suggests:

- The recommended wages to be for an eight-hour day, 44-hour week.
- Transport expenses, breakfast, midday meal and working clothes to be added.
- Overtime and baby-sitting to be paid for.
- A yearly bonus of double wages or a train ticket home, and three weeks' annual leave on full pay.
- Live-in servants to have off one full day and one afternoon a week, and a weekend each month.
- Safe and comfortable accommodation to be provided, including a window that opens, electric light, a bed with usable mattress, a toilet, a shower or bath, and access to hot water.
- Pension schemes should be introduced.
- A monthly-paid worker should be given one month's notice of dismissal.

The contract was initially the idea of the Pretoria Citizens' Advice Bureau.

The committee included representatives of the SA Vroue Federasie, the National Council of Women, UNISA's Legal Advice Committee, the Pretoria Black Advice Office and the Lynwood Ridge Advice Centre.

officer, Mr H O Makitla at 832-2511 or call at the 832-2511.

Fare increases hit domestics hardest

294 Sowetan 26/8/82

DOMESTIC workers will be the hardest hit when the Johannesburg Municipal bus fares increase as from next Wednesday.

By ELLIOT TSHINGWALA

The fare increases outlined in the Johannesburg City Council budget in June will range from 2c to 5c for blacks and up to 10c for whites. The increase will affect Johannesburg and Randburg only.

Mrs Leah Tutu, who runs a Domestic Workers-Employer's Project (Dwep) from an office at the South African Council of Churches (SACC), said the city council should first have consulted white employers before they shot up the fares.

"They would be shocked to learn how much money a domestic worker spends on transport a month," she said.

The fares were increased as follows;

- One zone — the fare went up from 25c to 30c for cash trips and coupon holders had their 11c increased to 13c daily.
- Two zones — cash trips rose from 35c to 40c and coupons from 22c to 25c.
- Three zones —cash from 40c to 45c and coupons from 25c to 29c.

Changes in timetables in the Randburg-Johannesburg route are expected. Certain services might we withdrawn starting from Monday.

Meanwhile a Bophuthatswana public-transport company announced 20 percent fare increases yesterday. The company, Botswana Gare Transport operating in the Garankuwa-Mabopane complex blame the steep rise on the price of fuel, tyres and administrative costs.

Five, six and seven day coupons have risen by 65c, 75c and 80c respectively while casual fares increased by 5c and 25c depending on the distance

The seasonal fares rose as follows.

- Five day coupons from Mabopane to Rosslyn will now cost R2.10 (it previously cost R1.55);
- Six day coupon has risen from R1.92 to R2.60;
- A seven-day weekly from the area will jump from R2.24 to R3.00;
- From Mabopane to Ga-Rankuwa and Winterveldt-Rosslyn, a five-day coupon will rise by 65c from R1.55 to R2.20;
- Six-day coupon will cost R2.70 (previously R1.92) and for the seven-day week passengers will pay 86c more from R2.24 to R3.00

Students may appeal

PARENTS of dismissed Fort Hare University students could appeal to the university council for the students to be re-admitted, Professor John-Lamprecht, rector of Fort Hare said yesterday.

In a statement released after a two-hour meeting with a delegation of parents, Prof Lamprecht said only the council could decide to re-admit the dismissed students.

The council had taken a "specific decision" not to re-admit the students. Prof Lamprecht said. "They are nevertheless free to appeal to the council.

A delegation spokesman said the delegation would seek a meeting with the council.

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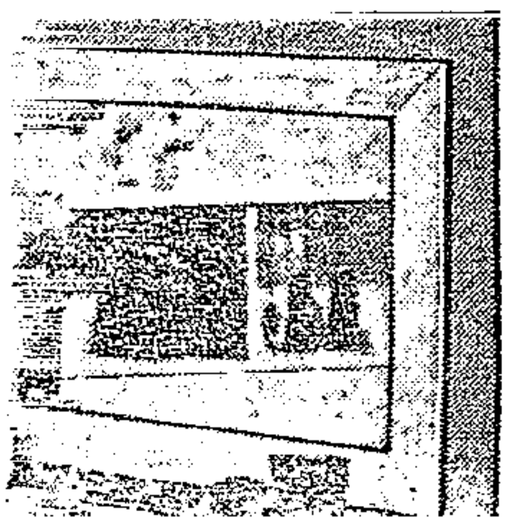

Domestic labour: pensions should be compulsory

By Jean Hey

Employers of domestic workers should be compelled by law to provide a pension for their employees to help them survive the exorbitant cost of living in the homelands, say consultants of domestic pension funds.

"The cost of food and transport in the homelands is crippling. Bread, paraffin and even water are much more costly than for example in Johannesburg. On the pitiful salaries of most domestic workers they cannot save, so on retirement they have to depend on relatives for financial support," said Mrs Sue Gordon, founder member of Domestic Workers' and Employers' Project (DWEP) and former counsellor for a domestic pension fund.

"Domestic workers are a luxury, and if you want a luxury you must pay for it. It is amazing that parents leave their children—their most precious possessions — in the care of someone they treat like a slave.

"A pension not only provides for the worker's old age in the most sensible way but it also gives them a feeling of worth," she said.

Mrs B Meleniclis, a broker consultant and former marketer for a pension scheme, found that most employers of domestic workers are reluctant to invest in a pension for their employees. One woman who would have been prepared to pay R80 for a new hairstyle said she would have to ask her husband's permission to invest in a R3-a-month pension scheme for their maid.

"There is little profit for insurance firms in these schemes. The boom in domestic worker pension schemes is probably based on the hope that employers have a developing social conscience but I found they needed constant reminding and prodding," said Mrs Meleniclis whose company has, after 10 years, 574 domestic workers on their books.

With the downturn in the economy she predicts domestic workers' pension schemes will get even less support.

Mrs Lulu Lipworth, consultant for the Domestic Workers' Pension Scheme which has several thousand members believes it is largely through ignorance that employers do not enlist their domestic workers in a pension scheme.

At the current rate of interest the Domestic Workers' Pension Fund would pay the pensioner R503 a month after 30 years of contributions of R10 a month.

The scheme has still to be tested, however. Last August it was launched by television personality Donna Wurzel and its first pensioners will retire in about 10 years.

Minimum contributions accepted for domestic workers' pension schemes in South Africa range from R3 a month to R11 a month, with no set ceiling level.

At present at least four schemes exist and include the Domestic Workers' Pensions Fund, IGI Life Assurance "Provider" scheme, Old Mutual Group Plan for Domestic Workers and Standard General Private Employees' Retirement and Life Assurance Plan.



DOMESTIC WORKERS — a luxury you have to pay for.

UK women earn less than men but smoke and drink more

LONDON — British men continue to earn considerably more than women in the same jobs.



Contract for domestic workers

ARGUS 5/10/82

294

THE Cape Town branch of the Domestic Workers' and Employers' Project/ South African Domestic Workers' Association, and students from UCT's Legal Aid Centre, have drawn up a draft contract to protect employers and employees.

The contract, available in combinations of English, Afrikaans and Xhosa, allows for particulars to be filled in of wages to be paid including overtime, exact hours to be worked, employees' duties, leave, transport and termination of the contract.

DISMISSAL

It also sets out terms of dismissal, the provision of food or clothing, sick leave, deductions and seizure of property and damages caused by the employee.

The contract has a page where the employer and employee would sign for every payment as proof of what wages were paid and when.

The contract comes with a guideline for domestic workers which also sets out their rights contained in the contract and the circumstances under which the contract would be terminated.

A spokesman for Dwep/Sadwa said the main object of the contract was that it protected both the employer and the employee, so, for example, the employer could not be wrongly accused of not paying full wages because there was proof of payments and the exact terms of the agreement were laid down in the contract.

The contract had been drawn up as a result of the problems of people approaching the organisation in the past two or three years, which had often arisen because wages and terms of work had not been clearly decided on and led to disputes later.

The main disputes had been over notice money not having been paid, arrears wages not being paid on dismissal and money deducted for breakages.

RIGHTS

The spokesman said the contract contained what were already the common law rights of the employee and strengthened these rights because it was written proof.

In the same way as the employee could not be dismissed without notice, an employee could not desert an employer without notice.

The contract is available from Dwep/Sadwa at ☎ 66 6645, and Caminploy in Mowbray.

The 'most vulnerable' of SA's workers

Plea to Govt probe on domestics' plight

294

Adm 13/10/82

By STEVEN FRIEDMAN
Labour Correspondent

LABOUR laws guaranteeing minimum working conditions, unemployment pay and compensation for on-the-job accidents should be extended to domestic workers, the Government's National Manpower Commission (NMC) has been told.

The NMC has also been urged to consider extending laws regarding minimum wages to domestic workers. It has been told that research has revealed that claims that most domestics are not breadwinners for their families are false.

These points are made in a memorandum to the NMC by the Domestic Workers and Employers Project (DWEP), which is linked to the SA Institute of Race Relations.

The commission is investigating the legal position of farm and domestic workers.

The DWEP says in its memo that domestics are "the most vulnerable" of all the country's workers. They do not enjoy the same legal protection as other workers and because most are black their right to seek jobs and move from one job to another is "drastically curtailed".

It attacks the claim that, because domestics are "part of (their employer's) family", their relations with employers should not be controlled by law. It says research has shown that they are subject to "extreme exploitation" and that their conditions should be subject to legal control.

An analysis of 120 cases handled by DWEP's legal clinic revealed that domestics' average wage was R61,04 a month and 73% of a sample of domestics who had come to DWEP for help were breadwinners.

DWEP criticises the exclusion of domestics from the protection of labour laws.

But it does not urge that they be included in the Labour Relations Act, which governs trade union rights, because it says this would "offer no significant benefits to domestic workers".

It urges that domestic workers be granted rights in labour law which they could enforce if these were breached by their employers.

It suggests that the Wage Act, which allows for the setting of minimum pay, could be extended to domestics.

As short-term measures, DWEP recommends that domestics be included in both the Unemployment Insurance and Workmen's Compensation Acts.

It also urges the NMC to include domestics in the Conditions of Employment Bill, which is expected to be enacted in the next session of Parliament.

The Bill governs minimum work conditions such as leave and working hours. DWEP recommends that domestics be given one-and-a-half days off a week and three weeks paid leave a year.

D. Dispatch 14/10/82

Equal pay for farm workers proposed

(8)

(294)

DURBAN — It would be in the general interst of South African society if farm labourers were persuaded to remain in employment in the rural areas by being given wages equal to workers in the towns rather than by legislation preventing them from entering urban areas.

This was said in a memorandum submitted by the SA Domestic Workers Association (Sadwa) to the National Manpower Commission which is investigating the position of farm and domestic workers.

The association said an "adequate" supply of labour could be better maintained by the "operation of market forces" rather than to restrain the movement of farm labourers.

This would lead to better productivity on the part of the employee and an opportunity for the employee to acquire and develop skills which would be useful to their employers.

But bad conditions of employment, poor living conditions, lack of job security, seasonal and migrant labour militate against a "stable workforce".

Sadwa said the present level of wages of domestic servants and farm labourers were "quite insufficient" to sustain the worker and his family and "completely inadequate" as a basis for developing and advancing the welfare of the employee and his family.

Sadwa urges that the manpower commission introduce a basic minimum wage for all workers and suggests that this be R120 a month for a 40 hour week plus a transport allowance of R1,20 per day.

In the case of daily employees, it suggests, that a minimum wage of R10 per day for an eight hour day or R1,25 per hour for a maximum of eight hours.

The memorandum also suggests that labour laws guaranteeing minimum working conditions, unemployment pay and compensation for on the job accidents should be extended to farm labourers and domestic workers. — DDC.

Minimum domestics' wage plea

C. Herald 23/10/82

294

CLAIMS that most domestic workers are not breadwinners are false, and as such, minimum wage laws should be extended to them, according to the Domestic Workers' and Employers' Project (Dwep).

By Leslie Abrahams

In a memorandum to the National Manpower Commission, Dwep stated that in 73 percent of the domestic worker cases handled by its legal clinic, the workers were breadwinners.

And the average wage was R61,04 a month.

The NMC, which is investigating the legal position of domestic and farm workers, was urged by Dwep to recommend the inclusion of domestics in the various labour laws.

NOT DETERMINED

Domestic and farm workers are the only employees not protected by labour laws.

For instance, a minimum wage has not been determined for them, and they cannot benefit from the unemployement and workmen's compensation funds.

Dwep suggest in the memorandum that a minimum wage be set in terms of the Wage Act.

OPPOSITION

But they add that this could arouse considerable opposition and may be difficult to enforce.

As a short-term measure therefore, Dwep recommends that domestics be included in both the Unemployment Insurance and Compensation Acts as soon as possible.

It also recommends that the workers be included in the Conditions of Employment Bill, which is expected become law next year.

PRESCRIBED

They have thus have prescribed hours of work and leave, among other things.

Dwep has recommended to the NMC that domestics have one-and-a-half days off per week and three weeks annual leave.

It suggests that the workers be excluded from a clause setting a minimum work week of 46 hours, as this, too, may be difficult to implement and may attract opposition.

Dwep further suggests that domestic workers not be included in the Labour Relations Act, which allows for legal, registered, black trade unions.

This, Dwep claims, would offer no significant benefits to domestic workers.

In the memorandum, Dwep refers to domestic workers as the most vulnerable of all the country's workers.

Low living up on the roofs of posh Killarney

By ARLENE GETZ

EVERY evening they leave plush, comfortable suburban flats to spend the night in dimly-lit rooms with often-inadequate ablution facilities.

They are local domestic workers — the forgotten people of Johannesburg's flatland.

Now health officials are calling for a revision of the by-laws governing the conditions of servants' quarters — many of them on top of expensive apartment blocks.

Chartwell, a block of flats in the prestige area of Killarney, was found wanting after an examination last week by the Johannesburg municipality's assistant chief health inspector, Mr J Modlin.

A spokesman for Chartwell's owners, Herjoe Investments Chartwell, said the company was prepared to upgrade conditions dramatically if employers' were willing to pay R20 to R30 extra for their rooms.

"We employ a full-time inspector who periodically inspects servants' quarters and every few months we spend money on improvements," said the spokesman.

"About two months ago we spent more than R500 on the bathrooms but the toilet seats have been stolen."

Chartwell can accommodate about 50 employees on its roof.

One resident complained that there were only five baths available for the women.

The paint in her room was peeling, and the only electrical outlet was a tiny light on the ceiling.

Yet the servants' quarters at Chartwell are no worse than the average block of flats in the area.

"I would say that Chartwell is on a par with other flats I have seen," said Mr Modlin.

Mr Modlin, acting in response to a complaint about conditions at Chartwell, has served a statutory notice on the owners of the building compelling them to repaint and clean the bathrooms.

But he has not taken action against other flats as he "very seldom" received complaints.

Mr Modlin said that he would like to see an improvement in the limited by-laws which provide for one toilet for every 12 residents, but make no allowance for baths or cooking facilities in servants' quarters.

While the municipality now insists that all new apartment blocks have a communal stove, double-compartment washing sink and hot and cold water, they have little control over facilities offered in old buildings, said Johannesburg's chief health inspector, Mr J A Oxenhan.

The PFP city councillor for Parktown, Mr Ian Davidson, has also called for a revision of existing by-laws.

"However, it's not enough to revise these laws. Employers must be made aware of the condition of their workers' rooms," he said.

According to Mr Davidson, facilities at nearby Dukes Court were worse than those at Chartwell.

Thirty-one rooms for women — some of which are shared — were serviced by four toilets and two showers.

The rooms, connected by a long, narrow passage, did not have ceilings, and domestic workers "fried in summer and froze in winter".

A spokesman for Unidev, one of the owners of Dukes Court, said his company was investigating the installation of plugs and ceilings in the flat-roofed rooms.

They would discuss the issue at their management committee meeting at the end of the month, he said.

Dwasa meeting on pay arranged

Post Reporter

THE first mass meeting organised by the Domestic Workers' Association of South Africa (Dwasa) to discuss recommended salary scales will be held in the Daku Hall in Kwazakele on Sunday at 2pm.

The secretary general of Dwasa, Mrs Pat Maqina, said: "We are appealing to all ministers of religion to include this item in their regular Sunday announcements because this is important to their congregations, many of whom are domestic workers."

She said the recommended monthly pay for domestic workers was R110, whether they slept in or out. This excluded bus fares.

Another item to be discussed was the rights and privileges of domestics.

Workers would also be told about a literary course and a school offering cookery and baby care lessons.

Domestic workers get pension fund

294 Sowetan 17/7/82

ALREADY two families have received payments from the newly-launched Domestic Pension Fund scheme, which provides pensions and death and disability benefits for domestic workers.

In Durban, the family of the late Albertina Zungu, who died recently and had been a member since November last year, was presented with R2 535. The money was received by her daughter and grandson.

Another payment of R2 563 was made to the Johannesburg wife of a domestic worker.

A statement released by the assurance company that manages the fund says the scheme is the brainchild of a Johannesburg benefits consultant, Mr Lionel Phillips.

Monthly premiums are from R10. A person may transfer savings to the fund to swell the monthly pension and premiums can be increased in units of R5.

If the person leaves his/her job, the employer's obligation to pay monthly premiums is discontinued. The account remains in force, earning interest, until the employee finds a new employer willing to resume contributions.

The domestic has death and disability cover for six months after premiums have been discontinued, provided at least six contributions have been made in the previous 12 months.

This may be an advantage to a domestic worker who cannot find work immediately after leaving a job.

For further information on the Domestic Pension Fund, telephone Johannesburg (011) 37-5798.

CAPE Times 29/10/82

Rise in transport contributions

Own Correspondent

JOHANNESBURG. — Transport contributions collected in terms of the Black Transport Services Act and the Transport Services for Coloured Persons and Indians Act are to be increased by 200% from November 1.

This was announced last night by Mr A B Eksteen, chairman of the National Transport Commission.

They will go up from R1 to R3 a month for blacks and from 20 cents from 60 cents a week for coloureds and Indians.

The increases, which have remained static since 1974, were necessitated, Mr Eksteen said, by the growing and continual demand on the Treasury for the grant of additional sums for subsidies.

These additional transport contributions will not be payable countrywide but only in those areas where the provisions of the relevant Acts are applicable, and where the present rates of contributions collected are insufficient to meet the subsidy demands.

Mr Eksteen said contributions would also apply to domestic servants.

Payment of contributions for the following categories of workers is exempted:

- Domestic servants in any declared area who are resident in approved accommodation on the premises where they work.
- Black workers who are in the employ of a business, industrial or mining undertaking in any declared area, who are resident in approved accommodation on the premises where they work.
- Coloured workers in the commercial or industrial sector in any declared area who are resident in approved accommodation on premises where they work.
- Coloured domestic servants in the magisterial districts of the Cape, Bellville, Wynberg, Simon's Town, Stellenbosch, Kuils River and Goodwood, and in the areas of jurisdiction of the urban local authorities of Despatch, Port Elizabeth and Uitenhage, whether or not they are resident on the premises where they work, until an in-depth investigation can be made.

Domestic body rejects pension plan

ARGUS 8/11/82

Labour Reporter

THE Domestic Workers' Association (DWA) has dissociated itself from a retirement plan for domestic workers devised by the Natal Building Society.

In a Press statement released today, the NBS said the retirement plan had been approved by both the Domestic Workers Employment Project (DWEP) and DWA.

However, when approached for comment, Miss Maggie Oewies, the chairwoman of DWA, said the NBS had not consulted DWA about the scheme.

CONFUSION

Mr Kingsley Loney, NBS Cape regional manager, explained that the confusion had arisen over the fact that DWEP's "operating arm" was called the South African Domestic Workers' Association (SADWA).

"The names of the two organisations are similar and this created the confusion," said Mr Loney.

The NBS plan depends on contributions from workers alone and not on joint contributions involving employers.

In the statement, Mr Loney said research among urban domestics had shown they were "acutely aware" of the importance of providing for their retirement years.

"SCEPTICAL"

"At the same time, they are often sceptical about available pension plans as they depend on the goodwill and participation of their employers. Others report that employers are simply not interested in assisting them with a pension contribution," said Mr Loney.

The NBS plan was a "more flexible" one, allowing domestics to invest their own money without necessarily relying on the employers to make contributions, he added.

According to the Press statement, one of the "highlights" of the plan is that workers can choose the amount to be invested each month, with the minimum amount being R5.

A monthly payment of R20 over a 30-year period will provide a lump sum of R92 088, made up of R7 200 in savings and R84 888 in interest.

AGE

The youngest age of entry into the plan is 16 and the oldest 55.

Should a domestic be unemployed, the plan can be suspended without monthly payments for up to six months.

Commenting on the plan, Miss Oewies said the "whole point" about a pension scheme was that employers should contribute.

"Which domestic can afford to pay R20 a month into a pension scheme when they are already living on the breadline?" she said.

A spokeswoman for DWEP in Johannesburg said the reaserch among domestic workers had been done in Johannesburg and Durban.

The NBS had had several meetings with DWEP, who had approved the scheme, she said.

RDM 30/10/82

Householders hit in new tariff scheme

Shock rise in staff transport levies

By MAURITZ MOOLMAN

HOUSEHOLDERS have been included in a shock increase in transport levies for employers of blacks, Indians and coloureds who have to travel daily to work in white areas.

Industry and consumer bodies have criticised the increase as "serious" and "highly inflationary".

Employers and householders will have to pay R3, up from R1, a month in levies for blacks and 60c, up from 20c, a week for coloureds and Indians, the Transport Service Commission announced in Pretoria yesterday.

The commission said to ensure the contributions were more evenly spread, it had been decided that householders who employed domestic servants would also have to contribute.

"An increasing number of domestic servants commute daily between their residences and their places of employment, enjoying the advantages of subsidised transport fares, while the employers are exempt from their duty to contribute towards these transport costs," the commission said.

Employers will, however, be exempt from contributions in the following cases:

- Where domestic servants live in any declared area in approved accommodation on the premises where they are employed.
- Where black workers who are in the employ of a business, industrial or mining undertaking in any declared area and live in approved accommodation on the business, industrial or mining premises where they are employed.
- Where coloured workers in the commercial or industrial sector live in any declared area and reside in approved accommodation on the commercial or industrial premises where they are employed.
- Coloured workers living in certain areas in and around Cape Town.

Mrs Joy Hurwitz, national president of the Housewives' League, said the "highly inflationary" levy would not alleviate the problem of domestic servants.

Some had to take two buses and a train to work, Mrs Hurwitz said.

She said in some cases the levy would be deducted from the salary of domestic servants, and large employers would, in the end, pass it on to consumers.

The Associated Chambers of Commerce said in a statement that in the light of current economic circumstances the "sharp" increase in the levy would have a serious impact on labour costs, employment opportunities and the competitiveness of many firms.

Mr Rod Ironside, president of the SA Federated Chamber of Industries, said the increase was inappropriate as a short-term solution to serious transport problems.

Building society scheme for domestic servants

Staff Reporter

A SPECIAL retirement plan for domestic workers in South Africa was announced by the Natal Building Society at the weekend.

The scheme, which has been approved by the Domestic Workers' Employment Project and the Domestic Workers' Association, includes tax-free savings and life assurance cover.

The building society's Cape regional manager, Mr Kingsley Loney, said the scheme was aimed mainly at domestic workers so that they would not be entirely dependent on the financial co-operation or goodwill of their employers.

He said research by the NBS showed that many domestic workers were acutely aware of the importance of providing for their retirement years. But they were often sceptical about available pension plans which depended on the goodwill and participation of their employers.

"The answer is a more flexible plan that can be operated directly by domestics without employer aid," he said. "Obviously we would like to think that employers, in their own interest and with a view to retaining the loyalty of their domestic workers, will assist their workers with the monthly payments — ideally with a matching contribution."

Features

Some of the features of the plan are:

- The domestic worker can choose the amount to be invested each month, from a minimum of R5.
- Domestic workers can choose their own retirement age, although they cannot remain on the plan beyond the age of 65. The minimum age for participation in the scheme is 16 and the maximum 55.
- The plan is registered in the name of the domestic worker and all money paid remains her property, whether she remains in the same job or moves.
- The amount saved during her working life, plus interest, may be withdrawn as a tax-free lump sum, but the NBS suggests that the sum be re-invested to ensure regular monthly payments.
- Should she be unemployed, the plan can be suspended without monthly payments for up to six months.
- Life assurance cover of up to R5 000 is offered by the plan. When opening the retirement plan, applicants will sign a will to avoid complications with tribal laws requiring money to be paid out exclusively to male relatives.

Employer failed to pay rent — claim

By SANDRA SMITH

A DOMESTIC worker who returned from a holiday to find her employer's home empty has now discovered that he has not paid her rent for more than eight months — although he took R20 off her salary for that purpose every month.

Mrs Lizzy Batyi, of Zwide, has had to borrow R280 from friends and relatives or face being evicted from her home together with her elderly father and seven children.

She said she had worked for a Sydenham man for five years. Three years ago he began taking R20 off her R35 salary to pay her rent.

She said she thought he worked in the labour offices of the East Cape Administration Board (Ecab).

Mrs Batyi said that in July her employer told her to take unpaid leave — her first holiday in five years.

While at home she received a letter from Ecab asking employers of township tenants to fill in a form saying how much the tenants were earning.

This was to establish if the tenant was eligible for an increase in rent.

Mr Batyi said she took the letter to her employer and when she returned for it two weeks later his house was empty.

She then found he had not paid her rent since some time last year and that she owed Ecab R282,06, to be paid within 10 days.

In an attempt to trace her former employer, Mrs Batyi has approached the Domestic Workers' Association of South Africa (Dwasa).

Dwasa's secretary, Mrs Pat Maqina, said today the association was considering consulting its attorneys about the case.

The Evening Post spoke to the man's daughter, but has been unable to contact him personally.

The daughter said her father left Ecab in June last year. She said she did not know where he was employed now or where he lived

Administration Board's concern

African Affairs Correspondent

THE Port Natal Administration Board says that fewer than 400 blacks will be affected by the present clamp on domestic workers living in blocks of flats in the central Durban area.

The director of employment services of the board, Mr H J Venter, said yesterday that current investigations had shown that many domestic workers lived on the premises of their employers when their homes and families were in townships close enough to Durban to allow them to commute on a daily basis.

He said the board was concerned about the deterioration of family relationships where the head of the family or the mother lived away from the others on employers' premises.

Mr Venter said the board had also been perturbed at the fact that few, if any, facilities had been provided for sport, recreation and relaxation for black people living in the city centre.

More than 22 000 black people were licensed to reside there, he added.

It was for this reason, Mr Venter said, that employers who housed more than five blacks were approached during 1980 to make every effort to arrange for the accommodation of their employees in the black areas so that they could enjoy better family relationships and facilities.

Servants' rooms are minute 'fire-traps'

29/8/82

S. Post Expres

Sunday Express Correspondent

IN some of Port Elizabeth's prestige townhouses domestic servants are being accommodated in garages — because the houses have no servant's quarters.

The cramped quarters, apart from being potential fire-traps, are illegal in terms of the city's building by-laws.

Port Elizabeth's chief building inspector, Mr B T McKenzie, said that if owners were found to be housing servants in makeshift rooms they would be ordered to supply the municipality with plans of the so-called servant's quarters.

"If these did not meet the specified requirements, modifications would have to be made — or the 'quarters' would be closed."

He said there had to be a proper fire wall, at least 230mm thick, between a garage and a living area.

One townhouse visited had only a thin panelling partition dividing the 'servant's quarters' from the rest of the garage. The servant's room was about 30cm wider than a single bed and about 60cm longer.

Domestics' union writes to Koornhof

Labour Reporter

THE National Domestic Workers' Union, which claims to represent about 800 domestics, has written to the Minister of Co-operation and Development, Dr Piet Koornhof, expressing its disapproval of the proposed Orderly Movement and Settlement of Black Persons Bill.

Mr Magwaza Maphalala, the national organiser of the National Federation of Workers — to which the union is affiliated — said domestic workers at a meeting this weekend were 'strongly opposed' to the proposed Bill and had resolved to write to Dr Koornhof.

Mr Maphalala said the domestic workers feared that if they were evicted from their living-in accommodation, they would never be able to find any in the nearby townships where there was a dire shortage of housing.

They would then be forced return to the homelands which, for most of them, would remove their families' source of income.

Police spray teargas into workers' quarters

294 RDM 22/9/82

Mail Reporter

POLICE sprayed teargas into the living quarters of domestic workers at a block of townhouses in Sandton last Friday night while searching for a suspected murderer

Domestic workers were left coughing and wheezing and several could only return to their rooms hours later. One gardener was still suffering from a bleeding nose yesterday and other domestic workers complained of headaches the next day.

A spokesman for the police yesterday confirmed the incident.

He said the Crime Prevention Unit had been involved and they had gone to the block looking for a murder suspect. The police had used teargas to prevent violence and had only sprayed under one door when the people occupying the place would not open the door.

He said during the incident two men were arrested.

One worker told the Rand Daily Mail that four white policemen and several black policemen arrived around 11pm. They knocked on the doors and most of the occupants opened their doors.

She said three occupants, however, were not at home and it was under these doors the police sprayed the teargas. Ten minutes later the police left but the domestic workers were not able to return to their rooms until 12.30 on Saturday morning.

The domestic worker said the police had been there the night before — Thursday — but had only looked around. Months before they had also been around and arrested her husband for being there illegally.

The caretaker of the block, Mrs G Pellegrini, said she had phoned the police the next day but had been told to phone yesterday, which she did. She was told the police had been looking for the murderer of a night watchman.

FIRST PAYMENTS MADE IN DOMESTIC PENSION FUND PLAN

THE first payments have been made to beneficiaries of the Domestic Pension Fund, a scheme that provides pensions plus full death and disability benefits for domestic workers.

Both payments — totalling about R5 100 — were made to dependants of Domestic Pension Fund members.

The fund is managed by CRP Group Services, which has offices in Johannesburg, Cape Town and Durban. Federated Life Assurance Company manages the pension fund investments and underwrites the death and disability benefits.

In Durban, Albertina Zungu became a member of the fund in November last year. She died recently and the Domestic Pension Fund paid R2 535 to her nominated dependants — Thembi and Eugene Zungu, her daughter and grandson respectively.

And in Johannesburg, the wife of a fund member has been paid R2 563, but has asked not to be named because of complications in her tribal customs. Following her husband's death she has become the "property" of her mother-in-law, who might lay claim to the beneficiary's Domestic Pension Fund payment if she knew her daughter-in-law had received it.

The fund is the brainchild of a Johannesburg employee benefits consultant, Lionel Phillips. He launched the fund with Federated Life in September 1982.

He says: "I continually received requests from clients who wanted pension and other benefits for their domestics. I started working on the Domestic Pension Fund concept four years ago, at a time when there were no suitable policies available for domestic workers.

"We have now achieved our goal of providing comprehensive individual contracts tailor-made for the needs of domestics. They can be obtained without medical evidence of health, they provide cover for death or disability due to sickness or accidents, and they offer a most competitive life and disability premium rate so that we can invest as much as possible in the pension fund."

The Domestic Pension Fund provides pension, death and disability benefits for as little as R10 a month.

The domestic or employer may transfer savings to the fund to swell the eventual monthly pension, and premiums can be increased at any time in units of R5.

If the domestic workers leaves his or her job, the employer's obligation to pay the monthly premiums is discontinued. The account remains in force, earning interest, until the employee finds a new employer willing to resume contributions to the fund.

The domestic enjoys full death and disability cover for six months after premiums have been discontinued, provided at least six contributions have been made in the previous 12 months. This is a major advantage to a domestic who may not be able to find new work immediately after leaving a job.

The Domestic Pension Fund has been registered with the Registrar of Pensions and bears the full approval of the Commissioner for Inland Revenue.

Phillips adds: "It can help an employer to provide a secure future for someone who's almost part of the family."

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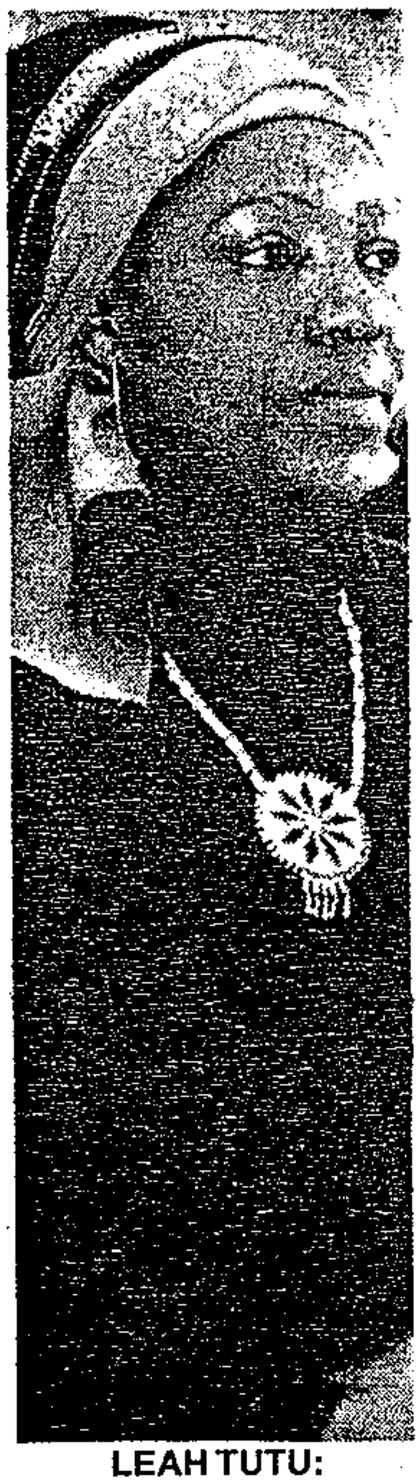
business was meant to only to be a bakery. He showed plans approved by the Soweto Council that indicated that a retail shop could be within the same building.

"Mr Kraai owes the council an apology for making it appear as though I had decided on the supermarket after I had already applied for a business site," he charged.

He challenged Mr Kraai to dispute if he and others had not at one stage gone to a giant cash and carry company to ask if they could erect a complex in Soweto selling their products.

"They were running to whites yet at the same time purport not to be in favour of such arrangements. By so doing, they are actually overuling Nafcoc's principles," he said.



LEAH TUTU: Domestics in vulnerable position.

Dwep demands legal protection

Sowetan 14/10/82

By JOSHUA RABOROKO

WITH the critical shortage of housing for blacks gripping the country, often the only form of accommodation domestics receive is a small room in their white employers backyards.

In a memorandum submitted to the Manpower Utilisation Commission, the director of the Domestic Workers and Employers Project, Ms Leah Tutu, says often domestics' right to remain in an urban area is entirely on retaining employment.

In the memo Ms Tutu says domestics do not enjoy the same statutory protection that commercial and industrial workers have.

"The majority of domestic workers are black and as such their mobility to seek and maintain employment is drastically curtailed.

It was not only legislation that has placed them in an "extremely vulnerable position", but the prevailing economic situation in South Africa further undercuts their position, she said.

"They seek employment in a situation of massive unemployment among black South Africans.

"Likewise, due to lack of educational opportunities most domestics lack the skills that might be marketable in more lucrative fields of employment."

Dwep asked the commission for changes to bring immediate and significant benefits to workers.

The memo says domestics' legal rights include that monthly paid domestics are entitled to one month's notice of termination: no deductions may be made from the employer's wage for damage or breakages caused by the employee and that the employer must take all reasonable precaution to ensure the safety of the employer and that they be paid sick leave in the event of illness.

The memo also says that domestics should be entitled to the Unemployment Insurance Fund, Workmen's Compensation Act and allowed trade union rights.

MIRROR, MIRROR
ON THE WALL
WHO'LL BE THE LOVELIEST
BRIDE OF ALL?



Det fosters ties with community

By ALINAH DUBE

SUB-COMMITTEES of the council for the Department of Education and Training (DET) should establish contact with the community "to foster closer community involvement and greater



ONE of the country's leading building societies has announced a special retirement plan for domestic workers.

By SELLO RABOTHATA

The National Building Society said the plan has been approved by the Domestic Workers Employment Project (Dwep) and the South African Domestic Workers Association (Sadwa).

The plan includes tax-free savings and life assurance cover.

The project has been launched in response to a need for a financial plan that was not entirely dependent on the financial co-operation or goodwill of employers, a spokesperson for the NBS said.

Research conducted by the company indicated that many urban domestics were aware of the importance of providing for their retirement years. At the same time they were often sceptical about available pension plans, since these depended on the goodwill and participation of their employers. Some reported that employers were simply not interested in assisting them with a pension contribution.

Mr John Bennett, managing director of NBS. said: "The answer seems to be a more flexible plan that if necessary, can be operated directly by domestics without employers. Obviously we would like to think that domestics, assist their workers with the monthly payments, ideally with a matching contribution."

Highlights of the domestic workers retirement plan (DWEP) are:

- the domestic worker can choose the amount to be invested each month, with a minimum of R5, increasing in multiples of R1;
- They can choose their own retirement date. The youngest age at which a domestic can apply for entry into the plan is 16 years and the oldest age is normally 55 years. A domestic may not remain on the plan beyond the age of 65;
- a monthly payment of R20 over a 30-year period will provide a lump sum of R92 088, made up of R7 200 in savings plus R84 888 interest, at current interest rates.
- The plan is registered in the name of the domestic worker and all money paid remains the property of the worker. with a change of jobs the plan goes with the worker;
- the amount saved during the domestic's working life, plus interest, may be withdrawn as a tax-free lump sum, but the company suggests that the sum be reinvested to ensure regular monthly payments, in the interest of the worker;
- Should a domestic be unemployed, the plan can be suspended without monthly payments for up to six months;
- life assurance cover of up to R5 000 is offered by the plan. When opening the retirement plan applicants will sign a will to avoid complications with tribal laws which require that money be paid out to male relatives regardless.

Ms Leah Tutu, spokesperson for the Domestic Workers' Employment Project (Dwep), yesterday told **The SOWETAN** that her organisation supported the special retirement

Pensions for domestics

EAST LONDON — Domestic workers are the intended focus of a new retirement plan announced by Natal Building Society.

The plan provides for the payment of regular monthly contributions by the worker, with or without the participation of the employer. The money goes into a special subscription account and remains the property of the worker. A spokesman said it can be withdrawn at any time and goes with the worker in any change of job.

In addition, life assurance cover of up to R5 000 is offered, and if a worker becomes unemployed, the plan can be suspended without monthly payments for up to six months.

The upper age limit under the plan is 65, but retirement before that is a matter of choice. In any event the worker retains full control of the money invested. — DDR

Policy poser over servants

294

Mercury 15/11/82

Labour Reporter

LAWS promulgated during the Verwoerdian era were being rigidly enforced in this period of 'so-called reform', Progressive Federal Party MP for Durban Central, Mr Peter Gastrow, said yesterday.

He told the Mercury a number of flat tenants had complained to his advice centre that Government officials would not renew their servants' residence permits.

In response to Mr Gastrow's inquiries, the director-general of the Department of Co-operation and Development, Mr R J Raath, spelled out the formula being applied by local administration boards.

It is that two-bedroomed flats are alloved one servant for every six flats; three or more bedroomed flats are allowed one domestic servant for every three flats; bachelor flats are not allowed any domestic servants and one- bedroomed flats only with special permission.

Mr Gastrow pointed out that this policy would result in many domestic servants losing their jobs and being forced to return to the rural areas.

'It is irrational as there is a demand for that sort of work,' he said.

But, at least one Durban advocate does not agree with the official interpretation of the legislation.

Mr Gastrow said legal opinion had been sought by one flat owner who had obviously been required to fit in with the department's rigid policy.

The advocate argued that in terms of the Blacks (Urban Areas) Consolidation Act a householder, who could be an owner of a flat or even a tenant, was permitted to have a live-in domestic servant as long as the worker was employed full-time and occupied accommodation approved by the local authority and lived on the premises.

Mr Gastrow said this legal opinion had been sent to the Port Natal Administration Board last week. The Board said it were consulting its legal advisers.

The advocate's opinion, if correct, could over-rule the department's formula, Mr Gastrow said.

Good response to Dwasa seminars

Post Reporter

DOMESTIC workers and unemployed women have responded well to a series of seminars being presented in Port Elizabeth this week by the Domestic Workers' Association of South Africa (Dwasa).

The first of the week-long sessions yesterday was attended by 20 domestic workers and 15 unemployed women.

Discussion centred an domestic workers' rights and privileges, and Dwasa's chairman, Miss E Suka, emphasised the necessity of employer and employee drawing up a contract.

This was the area in which Dwasa found most problems betweeen employers and workers arose.

It was essential for areas of duty and working hours to be clearly demarcated before the worker assumed a post.

Miss Suka pointed out that South African labour legislation did not cover domestic workers and they were therefore dependent on the conscience of their employers for fair play and a decent regard for their rights.

Dead pilot gets blame

PRETORIA — The board of inquiry into the crash of a Lear jet at Waterkloof Air Force base outside Pretoria last year has found the pilot was responsible.

Pilot Mr James Edward Bir, and his co-pilot, Mr Robert Henning Preller, both died.

The board found that an attempt had been made to perform an aerobatic manoeuvre at an insufficient speed and altitude for control to be regained if the pilot lost control.

The maneouvre had been performed either by Mr Bir or by Mr Preller under Mr Bir's supervision. — Sapa

Section A

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

Officials silent on cut-back on 'live-in' servants

Labour Reporter

OFFICIALS of the Department of Co-operation and Development were tight-lipped yesterday over a Durban advocate's opinion that the department is 'overstepping' the legal mark in its decision to cut back on the number of servants in the city.

The implementation of a formula laid down by the director-general of the Department of Co-operation and Development, Mr R J Raath, has left many servant's quarters in flats empty as some flat-owners are forbidden live-in domestic workers.

The advocate suggests that in terms of the Black (Urban Areas) Consolidation Act, a householder, who could be an owner of a flat, was permitted to have a live-in domestic servant.

The department's deputy-director, Mr G van der Waal, said the opinion presumably had been referred to the 'law branch' of the department.

'I will have to look at it and study it thoroughly before making any comment,' he said.

The Deputy Minister of Co-operation, Dr G Morrison, said he felt the advocate's opinion was 'absolute rubbish'.

'If there was a huge block of 250 flats, this would mean all 250 would have servants. Its not practical,' he said.

Firm stand

But, Dr Morrison added that he was not a 'legal man' and referred the Mercury to Mr van der Waal.

Domestic Workers Employees Project organiser Mrs Mary Mkhwanazi yesterday urged employers to take a firm stand against this attempt to remove domestic workers from the city.

She said the majority of domestic workers who lived-in came from areas 'far away' from Durban so if they lost their accommodation they would be forced to return to those areas.

Meanwhile, an employer told the Mercury that because she was moving into a flat it was likely that she would have to give up a servant who had worked for the family for 29 years.

She said at present there were 36 domestic workers living-in at the beachfront block of flats. These were to be reduced to 10 because of the department's new policy.

The department was putting up a 'very unfair proposition', she charged.

Date 31/10/79

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.) B.

Subject Economics II
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Paper No 1
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19/11/82

294

Bedbugs cost domestic her job

19/11/82

A MODDERFONTEIN domestic servant who reported that there were bedbugs in her room was fired from work following allegations that she had brought them from the Transkei.

Ms Medrina Sibobi (39) a widow and mother of three children from the Transkei, says her employer fired her despite the fact that medical reports had declared her completely fit for work and free from infection.

Ms Sibobi's 12 month work contract was cancelled, following instructions from her employer and allegations that she would bring infectious diseases to the family.

SALARY

She was entitled to a R89.33 salary, payment for work done and damages in lieu of notice. Following a letter of demand from the Domestic Workers Employment Project (Dwep), the employer is said to have paid Ms Sibobi only R40. The employer claimed the balance for the damage done to her furniture — she was going to buy a new bed, it is said.

Ms Sibobi's ordeal is among the most pathetic and complex cases the influx control laws bring to the attention of the Becker Street Advice Bureau, at the corner of Becker and President Streets in Johannesburg.

According to a community worker for the office, Mr Pule Pule, Ms Sibobi's work contract which was due to expire in April 1983, was unjustifiably terminated. The contract was only three months old.

CONTRACT

The Advice Bureau has noted the fact that according to law of contract if an employer disengages an employee, he or she is supposed to pay the remaining period of contract if reasons of dismissal are unlawful or proven to be invalid by a court of law.

Mr Pule says Ms Sibobi's case has been referred to Mr Ramarumo Monama, a researcher attached to the Centre for Applied Legal Studies at Wits University.

A distraught Ms Sibobi is reported to have returned to her "homeland" to apply for a permit, so that she can contest her case. According to the influx laws, her appearance before the court of law would have meant prosecution on her side as she was given only 72 hours to leave the city.

The Department of Co-operation and Development in Pretoria promised to investigate the matter.



MEDRINA SIBOBI . . . fired after reporting that there was a bedbug in her room.

Sash fete

THE Black Sash, an organisation that strives for recognition of human rights in the country, will hold a fete at 13 African Street, Orchards on November 28.

Clothes from the Sash's boutique will be on sale and many other stalls to enjoy. This includes a white elephant, a cake and fun stall.

Children will also be exposed to plenty of fun and activities. The fete will be on from 9 am.

DOMESTICS (294)

The 'contract' issue

FM 19/11/82

The major problem confronting SA's 800 000 domestic servants is the threat of instant dismissal, according to a joint submission to the National Manpower Commission by three domestic workers' unions.

The uncertainty of domestic workers' employment contracts since the repeal of the Masters and Servants laws (the legal relationship between employer and employee is now governed by common law) could very easily be ended by legislation setting out the basic terms of employment contracts as in other sectors of the economy (factories, shops and offices), the unions told the NMC.

The unions cite two examples of dismissal.

"The first is the case of Billings vs Gentle. Barbara Billings was brought to Cape Town from Umtata in December 1970, when she was about 13 years old, by nuns of a convent. She was placed in employment with Mrs L Gentle, a well-to-do 'coloured' lady of Wynberg, who was respected in the community. Barbara was employed for the sum of R15/month. After seven years of working there, doing everything in the house, including serving madam and her three sons breakfast in bed, she had not been paid even this sum of R15/month. She slept in a room that had a bare concrete floor and was cold in winter. She was not allowed social activity beyond the church on Sundays and received no education while there.

Settlement of debt

"She had been told from time to time that money was paid into an account for her but this turned out to be untrue. She consulted a domestics' union who referred her to a lawyer. Mrs Gentle denied liability after demand and summons, taking the matter all the way to the court's door before she settled and paid the sum of R1 262,50 in back pay. This case, with all the elements of rural child slave labour, is particularly instructive. Only legislation will prevent this kind of exploitation."

The second case is that of Lende vs Goldberg.

"Lena Lende was a black woman domestic worker employed by David and Zelda Goldberg from November 1 1979 to mid-February 1980 at a salary of R60/month, in the white area of Sea Point, Cape Town. Her reference book did not entitle her to be in the prescribed area of the Cape Peninsula and her presence there was accordingly unlawful in terms of Section 10 of the Black (Urban Areas) Consolidation Act 25 of 1945, for a period longer than 72 hours. A penalty of R100 may be imposed on 'illegal' blacks for this contravention.

"Section 10 *bis* of this same Act makes it unlawful for any person to take a black into employment 'unless permission to take up employment has been granted to such black by the officer appointed to manage the labour bureau having jurisdiction in such area.' A penalty of R500 may be imposed on the employer for a contravention. (Sections) of the Blacks (Abolition of Passes and Co-ordination of Documents) Act No 67 of 1952 govern the endorsement of passes. Details of employment have to be recorded in the pass book and at the local labour bureau. Section 8 *bis* bars employment of any black who is not in possession of a pass book.

"Section 10 makes it an offence for the employer who employs such a black Lende's employment was summarily terminated when the employer, on her evidence, discovered that she had no permission endorsed in her reference book Lende maintained that she had never been asked to produce her reference book — the employers were members of the Progressive Federal Party and regarded the pass and influx laws as unjust

"The point for decision by the court was whether the contract of employment was invalid by common law as being contrary to the above statutes. It was argued for Lende that employment for the worker was not *per se* barred — merely the presence longer than 72 hours in the prescribed area and that in any event it is not the intention of the Urban Areas Act 1945 to control employment but influx and efflux.

"In any event, on the common law principle of *par delictum*, there could not be said to be equal illegality on both sides. The offences relating to employment were all committed by the employer. It was submitted that the employment contract was not invalid for these reasons and the employee was therefore entitled to give notice in terms of the contract. Alternatively, even if the contract was invalid, she would still be entitled to reasonable notice as she had performed all her obligations under the 'contract.' The employer had no complaints about her work — reasonable notice might very well be a notice period equivalent to that expressly fixed under the contract or implied by common law.

"The court, however, found on the facts that the employee had deceived the employer that she had a pass which was in order (in spite of the R500 penalty, increased after the Riekert Report, of which the employer was aware) and was therefore the author of her own misfortune when she was instantly dismissed.

"An appeal against the magistrate's decision was heard in the Cape Town Supreme Court this week when judgment was reserved. There appears to be no legal precedent on the issue of the legality of the employment agreement in such circumstances. The outcome of the appeal is of enormous significance for those workers employed without passes or permission, and then summarily dismissed by their employers without notice pay when the authorities discover and investigate the situation, or when the employer no longer needs the worker."

b. Dispatch 20/11/82

Domestic workers hit at transport levy

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PORT ELIZABETH — The monthly R3 transport levy now payable by all employers of black labour who do not live on the premises, has been condemned by the Domestic Workers Association of South Africa (Dwasa) who say that employers will be loath to pay this, and might instead decide not to employ domestic workers

A spokesman for the East Cape Administration Board, to whom the levy is payable on the 10th of every month, said that employers would be required to state whether their domestic servants lived in or not.

"This is a law and has to be complied with," she said. "People who do not pay will be asked to do so and if they do not they will be prosecuted."

She said that if more than one person employed the same domestic worker they could "club together" to pay the monthly fee between them.

One of the co-founders of Dwasa, Mrs Pat Maqina, said that according to labour laws domestic workers were not classified as labour.

"But when it comes to subsidies they disregard this," she said.

She said the levy would definitely adversely affect the domestic workers' chances of employment.

"As it is many people object to paying the registration fee of R1,20 a month. How will they react to having to pay an extra R3. Also, employers might now object to giving their workers busfare because they already have to pay R3 a month. Many people will lose their jobs," she said.

See Page 7

Too Late For Classification

Births

GODDARD — To Geoff and Aurora, a bonny son born on 19 November 1982. Next to God, thanks to doctor and staff of Frere Maternity.

The SOWETAN helps domestic workers

Sowetan 20/11/82 (24)

THE domestic servant who had her three-month-old contract cancelled following allegations that she had brought bedbugs from the Transkei, is back at work, though under a different employer — thanks to the Becker Street Advice Office and The SOWETAN.

Mrs Medrina Sibobi (39) (right), mother of three from the Transkei has had her 12-month contract endorsed, following pressure from the Advice Office and **SOWETAN WOMAN** that she was unjustifiably dismissed from work.

Her contract was only three months old when her former employer fired her. She had apparently reported that there were bedbugs in her room, not knowing that she would in turn be accused of spreading infectious diseases to her employer's family.

An overwhelmed Ms Sibobi told **SOWETAN WOMAN** that she was contacted by the labour officer a few days ago, and was asked not to report to other offices in future.

Ms Sibosi is however going ahead with legal action against her former employer, who still owes her money for damages incurred during her unjustified dismissal.

If injections does not equal the withdrawal then something must be done depending on the magnitude of the two. If it is the increase in injection is the withdrawal the govt. should increase its expenditure or vice versa if the reverse is the case. As in the case of the two gaps that I have mentioned there are that there can be that planned savings are planned and not actual, if it were actual then I would say that it were a chance. Here again Keynes makes the mistake of saying that investment is the only injection and saving the only withdrawal. In this case savings is the only one that can bring GNP into equilibrium or not. If GNP does not move towards equilibrium then the savings schedule must be changed and this is done by rising or lowering tax and/or rising or lowering government expenditure.

There is the contradiction that

WELFARE

UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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All answer books must be numbered

Number of books handed in	3
Number of this book	2

GENERAL NEWS

Star 24/11/82

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Worship poll for domestics

One of the richest Nederduitse Gereformeerde Kerk congregations in South Africa — Parkview — has accepted a proposal that wives of congregants be asked to establish if their domestics want to attend mixed church services.

The proposal was made at the weekend after the church's ecumenical commission had considered a letter in which the church was urged to play a greater role in reconciliation and justice.

The letter has already been signed by 123 Ned Geref Kerk ministers.

Mr Willie Lategan and Mr Hermie Burgers argued strongly for blacks to be admitted to church services for whites.

Mr Lategan said the problem of cultural differences was real, but the Afrikaner need feel no guilt about his treatment of other races.

Mr Tertius Myburgh, editor of the Sunday Times and a member of the congregation, said it was important to make a decision on mixed workship at the Parkview church.

A direct answer could not be given, however, because the meeting could not decide if the church council was empowered to make such a decision.

Another suggestion was that a postal census be held among the congregation to get more data on the spiritual needs of people of colour employed by members of the congregation.

Date ..... 17 .....

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.) ..... B. comm .....

Subject ..... ECONOMICS II .....
(to be copied from the heading on the Examination Paper)

Paper No ..... 2 .....
(to be copied from the heading on the Examination Paper)

Examiners' Initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

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Police probe after arrest of domestic

294
23/11/82

Post Reporter

POLICE are investigating the reasons why the employer of a domestic worker picked up by the police last weekend for loitering was not notified of her employee's arrest.

Miss Cynthia Zondani, 27, was arrested in Cape Road on Friday night while on her way to her quarters at her employer's house in nearby Mangold Street, Newton Park.

Miss Zondani told her employer, Mrs Stella Nel, that she was put in a cell and not allowed to telephone Mrs Nel to tell her of her predicament.

Miss Zondani said she asked repeatedly to be allowed to telephone Mrs Nel and even wrote down Mrs Nel's telephone number and address, but the police refused.

Miss Zondani was fined R10 in the Port Elizabeth Magistrate's Court on Monday for loitering.

The police liaison officer for the Eastern Cape, Major Gerrie van Rooyen, said an investigation had been launched to find out why the employer was not notified.

Miss Zondani was charged under a traffic regulation municipal by-law which covers "persons causing obstructions or nuisances in streets".

It reads: "No person shall cause an obstruction or a nuisance to pedestrian or vehicular traffic on a street by loitering, congregating, sitting or lying down in or upon such street or by sitting or lying down on any stoep, step or verandah adjoining such street."

Theatregoers can also fall foul of the by-law if they do not heed instructions set out for queues.

People queuing must not be more than two abreast or in single file. The person standing closest to the building has right of way in a queue where there are two abreast. No one may join a queue other than at the back of the queue or alongside a single person standing at the back of the queue.

DOMESTICS

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It's maids v madams in 17th Street

By Maud Motsanyane

All is not well in 17th Street, Orange Grove, Johannesburg. In fact, it is all groans and gripes as maids and madams fight over what they believe are their rights.

It all started with a postal plea — a letter to The Star from a domestic worker in 17th Street. She was complaining about "unacceptable" working conditions: long working hours, with no leave or bonus pay and starvation wages.

"Please madams think about us. We have children to support in the homelands — what can we do with R90?" the writer of the letter pleaded.

She claimed that most domestics in 17th Street earned between R60 and R90, they worked about 13 hours a day and were not given paid leave or a Christmas bonus.

The letter-writer got more than she had bargained for — an angry letter from an "ex-madam," who said domestics deserved no better.

"We are not a social service but employers — we do not compel anyone to work for us, and those homeland workers are free to leave and go back to their homes if they are not satisfied," the writer retorted angrily.

"Ex-madam" conceded that she had paid her former maid between R60 and R90 but quickly explained that maintaining her domestic had cost her up to R2 500 a year.

"Room, electricity, water, uniforms, food, medication plus supporting the current boyfriend could cost madam up to another R100 a month," she said.

Now words are flying like fur in 17th Street — a street with a million complaints.

The domestic workers' cry is muted: they dare not complain too loudly because their jobs are far from secure.

"I can never complain to my madam about my job or working conditions because that might cost me my job," said one worker.

He has been working for his employer as a gardener and housecleaner for nine years and earns R50 a month. When he started in 1972 his salary was R28.

Another domestic worker sair her employer's wife had died a couple of years ago.

"When it comes to housework I do everything she would have done for him, including buying groceries and washing his underpants.

"The reward I get does not match my contribution to my boss's family," she added.

Most madams interviewed say they pay wages that are within their means and they compensate by giving their domestics extras like groceries.

"They are free to leave and look for other employment if not satisfied," they said.

But most of the domestics in 17th Street are migrants, who are in Johannesburg on a year's contract. Such employees cannot be registered by another employer before their contract with the current employer expires. If they did, they would run the risk of being endorsed out of the urban area.

In 1979 the Government declared a moratorium allowing employees who had been working illegally to register their domestics, without the danger of facing prosecution. Hundreds of domestics were registered for the first time, but it was not without some "cheating" by employers.

Parliament began with a bang this week with a strong performance by the new Leader of the Opposition, Dr Frederick van Zyl Slabbert, and the announcement of the beginning of the end of the 72-hour curfew law

But in Nationalist terms, the biggest bang of all was the decision to reverse 20 years of apartheid madness in Grahamstown and to allow black people to remain in Fingo Village.

All the statements, the heartache and suffering over Fingo Village will not be forgotten — and for whatever Dr Koornhof has managed to do in getting the decision reversed, the Nationalist Government was responsible. But at least the original decision has been changed

In the days of grand old apartheid when Dr H. F. Verwoerd was still in full ideological flight, it seemed so logical to move all blacks out of the cities and make them commute from their "homelands"

It was this policy that led to the construction of Mdantsane rather than the redevelopment of Duncan Village. It meant that the government could theoretically start making the cities of South Africa less black because it has always been an embarrassment for the Nationalist ideologues

Fi

ally pay off. Again companies showed a bias against black women and the Soweto Council eventually provided Grace with her loan.

In all, Mrs Simpson has spent almost a year organising a permanent house for Grace, although, she says, the authorities were helpful and did their utmost to speed the process.

The procedure of getting a house for a black domestic worker may seem complex and to have endless variables. There are, however, basic steps that an employer can follow to simplify the process.

Before the worker can apply for a house in Soweto he must be registered to work in Johannesburg. Then he must complete application forms which he can get from the township manager. The next step is to visit the New Canada Home Ownership offices in Soweto where they will tell him the selling price of a house, the deposit required and the monthly repayments. There they also draw up an agreement and usually suggest the prospective buyer makes a will and takes out bond insurance.

For R8 000 you can buy a simple house but, according to Mr Alec Rabie, it will be little more than the bare structure of a house which can be extended later.

"Realistically, a house in Soweto or Alexandra will cost R30 000. That would give you a modern, three-bedroomed house", Mr Rabie said.

For those who are already renting the house they wish to buy, the procedure is quite staightforward, according to Mr Rabie, who says all that is needed to begin the process of buying the house is a deposit of about R250.

But those who have never lived in the township must join the backlog of at least 18 000 families — some of whom have been waiting for houses since 1968 — unless, like Edith, they are lucky, says Mr Rabie.

"The Department of Community Development is spending millions of rands to overcome the housing shortage and by next year we will have made definite progress," he says, adding no problem is insurmountable even within the confines of existing legislation.

"At the very least an employer should find out where their domestic worker is living and under what conditions. Most employers today subsidise their workers' housing, but everybody has a duty to get involved."



MRS GRACE BUTHELEZI — at last she has a home of her own. But, says her employer, the procedure of obtaining a 99-year leasehold should have been simpler. The switch from a 30-year leasehold to a 99-year one was fraught with problems.

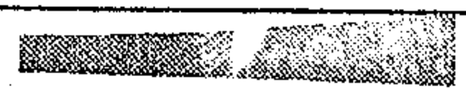
"Coloureds" would not be able to outvote the Indians

Imagine the govern

Umlazi fell into KwaZulu and Mabopane in Pretoria fell into Bophuthatswana.

And in Grahamstown,

First Committee's Drift and then Glenmore were set aside for the new township, money voted in



Dr Koornhof — changed government policy.

Mrs Helen Suzman — should never have been construed as a solution.

said: "It is th
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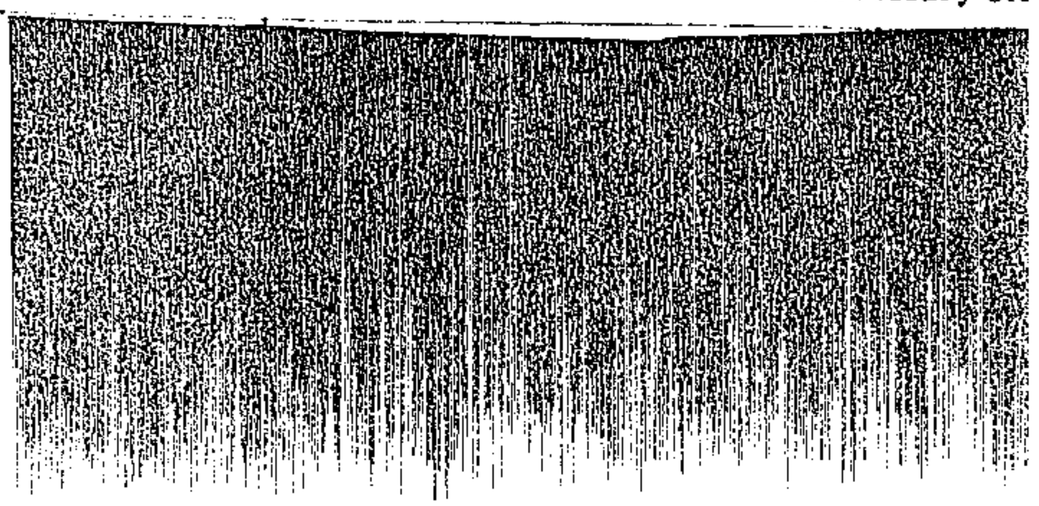

Anger over R3 levy for servants

Mercury 8/12/82

Mercury Reporter

EMPLOYERS of domestic workers are angry about the R3 monthly transport levy imposed on them by the Department of Transport via the Port Natal Administration Board.

Yesterday the Mercury received a number of angry calls, many from people who said they already paid transport costs for their workers and did not see why they should pay an extra R3 levy.

Mrs Loanne Schmidt of Amanzimtoti told the Mercury yesterday that she had to pay the levy, although her gardener walked to work.

'There are no buses for him to take that come our way anyway, so whose transport are we subsidising? I think this is a gross imposition and very unfair,' Mrs Schmidt said.

However, the director of employment services for the PNAB, Mr H Venter, told the Mercury yesterday that no one was exempt from the levy apart from employers whose domestic workers lived on the premises.

'If the employers already pay their domestic workers' transport costs or even if the workers walk to work, the levy must be paid,' he said.

Mr Venter said the PNAB was acting as an agent for the Department of Transport who used the money to subsidise public transport.

When told that some of the people who complained to the Mercury did in fact have live-in maids, but had nevertheless been charged the R3 levy, Mr Venter said these employers would be credited for the extra charge.

'We were given such short notice that it was not possible to programme the computer so that all those who had informed us of their having live-in maids could be exempt from the tax.'

He added that all employers who had domestic workers who lived on the premises and who had been charged the R3 levy need not pay.

SERVICES SECTOR - DOMESTIC WORKERS

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Argus 13/1/83 294 ~~254~~ ~~254~~

Tremendous burden on domestic servants

BECAUSE domestic servants born in Transkei but allowed to work in Cape Town endure incredible hardships I have just examined the circumstances of my own maid/cook. She has been with me for eight or nine years and receives a monthly salary of R70 — plus accommodation, food, doctors' bills, medicines and so on worth about R840 a year.

On this she has to support herself and three children all living in a little house she owns at Herschel in Transkei.

One of the children has not only to look after the house, cleaning it and cooking and washing but also has to care for a child too young to go to school, so obviously she cannot go out to try to earn money.

The third child is just old enough to go to school and obviously not able to earn anything either.

This means that my servant, probably like 10 000 others, has to support her entire family and herself on her own meagre income. Her husband died about four years ago, leaving her nothing.

On questioning her, I found the total expense of keeping her family alive a great shock.

She has to pay:

- For the schoolgoing child every year school fees of R100; R16 for school uniform plus R9 for a school shirt; R10 for ordinary clothing; and R14 for shoes — a total of R199,00 a year.
- R60 a month to feed all three children and clothe the other two — a total of R720,00 a year.
- R20 a year for rates and taxes on her little house.
- About R30 a year for doctors bills (R5 a visit).

She spends no more than R120 a year on herself.

She is therefore committed to paying out about R1 089 a year against an income of R840 a year.

How can people like her cope other than by taking their children out of school and letting them grow up like animals?

My servant costs me at least R100 a month and I cannot afford to pay her any more.

I wrote to the headmaster of the school in Herschel about nine months ago pointing out the terrible situation in which these fatherless families find themselves and asking him either to waive the school fees, payable fully in advance, or at least to allow them to be paid half-yearly.

I did not even receive the courtesy of a reply.

I wish the authorities would wake up and lighten the tremendous burden they place on these people.

I have helped my servant pay the school fees in the past, but this is no permanent solution.

ROLF STARK
Green Point

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Domestic claims 'master' beat her

By ELLIOT TSHINGWALA

AN elderly domestic worker claims she was sacked without pay and her belongings thrown in the street after she was allegedly sjambokked by her Bryanston employer this week.

Mrs Grace Sedumedi (48) who was employed by Mr Deon Lombard, yesterday told **The SOWETAN** she had to receive medical treatment following the assault and has complained to the Domestic Workers' and Employers' Project (Dwep) under Mrs Leah Tutu.

Mrs Sedumedi, who worked for the Lombards for five months, said trouble arose after she agreed to sell some of Mrs Lombard's dresses last year. She sold most of the clothes and bought one dress for herself.

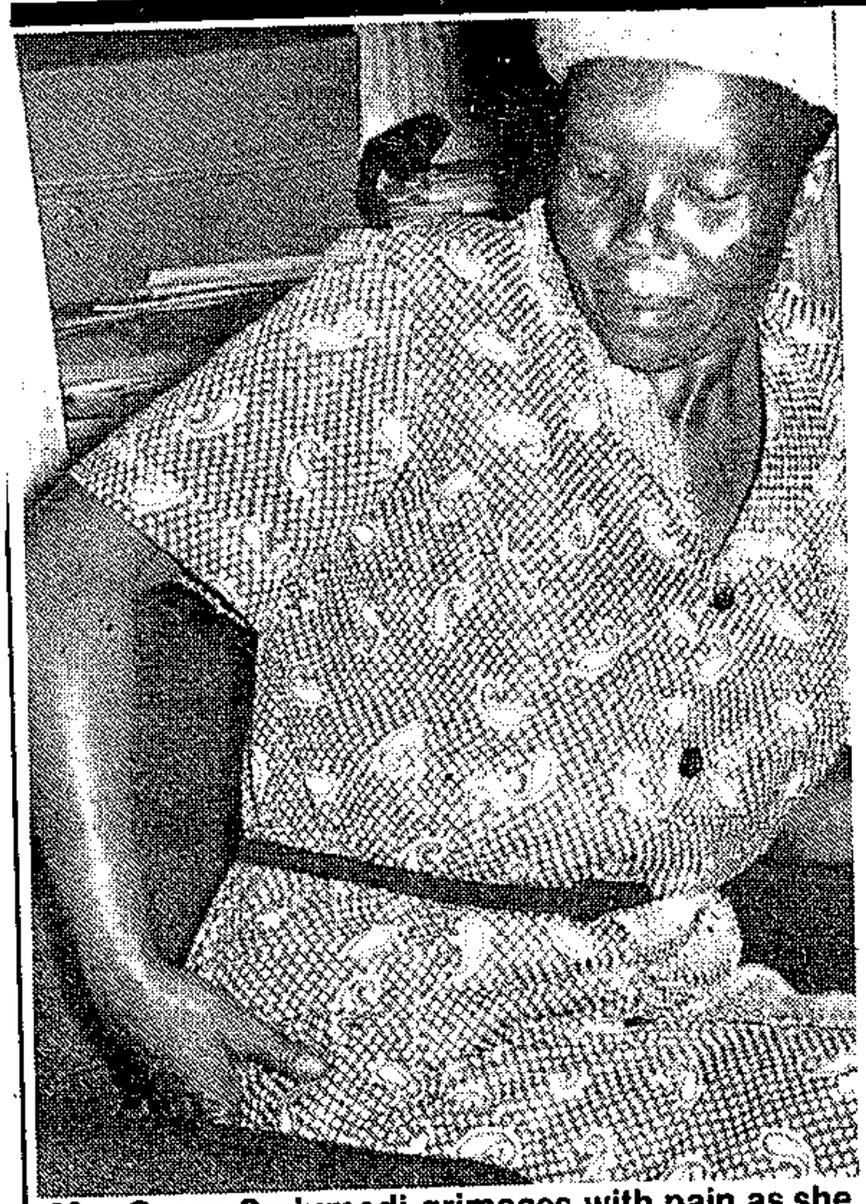
"She had apparently not told her husband because last Sunday the 'master', who had been quarreling with his wife, asked for the keys to my room.

"I quietly followed him to see what he was going to do. He started searching through all the things until he found the dress. Holding the dress with one hand and hiding a sjambok with the other he asked me how the dress came to be in my room. He refused to believe I had bought it from the 'miessus'. He started lashing me with the sjambok," she said.

Mrs Sedumedi said he beat her until she screamed with pain. She said her backside was swollen and she could hardly sit.

Mrs Sedumedi intends laying a charge of assault against her employer.

Meanwhile Mrs Lombard denied that she had asked her employee to sell the dress for her.



Mrs Grace Sedumedi grimaces with pain as she tries to sit.

Retrenched staff complain over pay

By JIMMY MATYU

TWO of 40 women retrenched from the Provincial Hospital at the end of last month claimed yesterday that their bonus and leave pay had been withheld without any reason.

They also said they were never told why the hospital had decided to retrench them.

The women, Mrs Elizabeth Mbomboyi and Miss Daniswa Mtau, described their retrenchment as "unfair".

Miss Mtau had been in the employ of the hospital for five years and Mrs Mbomboyi for seven years.

The medical superintendent of the Provincial Hospital, Dr L C Cilliers, confirmed today that the women had been retrenched, but denied any money had been withheld from them.

He said 20 black women and 20 white women had lost their jobs.

"These women were not appointed permanently," he said. "This was made known to them when we employed them. We took them as domestics in the wards when we could not get nurses. But this year we have a better intake of nurses."

Dr Cilliers said the hospital authorities had given the reason for the retrenchment to the advisory committee of the women which was appointed by them. It was the duty of the committee to inform them, he said.

"Some of these people did not really meet the requirements of our services and, besides coming to work late, had bad illness records, and some did not have the ability to work with patients," he said.

"In fact, those claiming to have been here for long periods were here because we were very tolerant and wanted to help them."

On the question of bonuses and leave, Dr Cilliers said there were fixed rules. People received bonuses in the month of their birthdays. Leave pay was a privilege and people could not be paid for leave they had not taken.

Dr Cilliers explained that leave pay was controlled by Provincial regulations. He said he would speak to the administration about this to see if any improvement could be introduced.

Mrs Mtau said: "The hospital authorities know full well that unemployment has reached an alarming rate. Where do they think we will get work now at this time of the year?

Mrs Mbomboyi said: "We were told at the beginning of last month that we would be retrenched and we feel we are entitled to a month's notice pay."

She said they were told by the paymaster that their pension money would be "following".

This was confirmed by Dr Cilliers.

10/2/83 (294) for 238

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9.30 a.m. - 3.30 p.m. (Thurs)
9.30 v.m. - 3.30 n.m. (Do)

237 Schoeman St/str 237
0002 Pretoria
Tel.: 26-8320

SALDRU
SCHOOL OF ECONOMICS
U.C.T

10. 2. 1983

Ref.
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Updating Suggested Minimum Wages

To the Members of the Think Tank

Dear Madams / Sirs

You will remember that the last Think Tank meeting agreed that the advice offices should meet regularly to compare notes and to plan action. This Liaison Committee (Skakelkomitee) has met twice and asked me to write this letter, with the agreement of the Chairman of the Think Tank, Mr Currin

1 Weens die stygende inflasiekoers het dit alreeds 5 maande na die verskyning van die Ooreenkoms vir Huishoudelike Dienste geblyk dat 'n aanpassing van die voorgestelde minimum lone noodsaaklik is. Die Instituut vir Beplanningsnavorsing van die Universiteit van P.E. het ons die syfers vir Pretoria vir September 1982 gestuur.

2 The Household Subsistence Level includes cost of food (sufficient to maintai reasonable standard of health), clothing, fuel, lighting, washing and cleansing materials, rent and transport for a family of six, with the children aged from 16 to 7 years. In other words it is a very tight skin, allowing no extras at all, such as medical expenses, church contributions etc. The Institute states that for these extras another 33% should be added * in order to make the sum effective for the basic needs. - Thus even the figures of the Household Subsistence Level which we are looking at are insufficient.

* (Called Household Effective Level).

Comparing these figures with those of previous years is useful:

Household Subsistence Level for 1980	R 195,67		
1981	218,23	increase:	11,5%
1982	247,94		13,6%

The Liaison Committee would like to suggest that we increase the suggested minimum wages by 15%, in order to make up for the fact that we increased the DWEP figures for 1981 by only 10% when we decided on the first minimum wage. They would then read, as amended:

Living in Servant:	relatively unskilled:	R 98,90	p.m.
	with special skills:	122,55	p.m.
Living out Servant:	relatively unskilled:	115,00	p.m.
	with special skills:	127,10	p.m.
Casual worker:		8,35	p.d. or R 1,80 p.h.
Gardener or Domestic Worker paid daily:		9,80	p.d.

Voor Kersfees 1982 het ek namens die Liaison Committee of Pretoria Advice Offices 'n brief uitgestuur aan die organisasies, wat die Ooreenkoms vir Huishoudelike Diens onderteken het om hulle toestemming te vra vir die aangepasde voorstelle vir minimum lone. Ons het versoek dat ons voor 31 Januarie van hulle sal hoor; as nie, sal ons veronderstel dat die organisasie die aanpassing goedkeur. Ook Pick 'n Pay se toestemming is gevra.

Tot op die datum van die brief is nog geen teësprekende antwoord ontvang nie, maar wel 'n goed beweerde bydrag van 'n indiwidu, dat die voorgestelde minimum lone heel te laag is! Ons sal dit moet bespreek.

3. The Liaison Committee also suggests that those instrumental in drawing up the contract and the memorandum to the Manpower Commission (i.e. the members of the Think Tank) meet once every year to receive a report-back and to table new suggestions. - The above-mentioned contribution concerning the suggested minimum wages could be discussed here. - We suggest that the Think Tank meets in August 1983 after the Contract has been in circulation for one year.

Hieronder is die nuwe syfers. Hulle word liggies oor die ou syfers in die Ooreenkomste, wat ons nou uitgee, vasgeplak sodat elkeen die ou syfers kan vergelyk. Die Liaison Committee vra dat elke indiwidu of organisasie wat die Ooreenkoms versprei seker sal maak dat hulle van die nuwe lone voorsien is. Kopie van die aanpassings kan by CAB aangevra word. Hulle sal ook deur die pers bekend gemaak word.

Thank you for your co-operation in the past year, and may it continue so in 1983!

Yours sincerely

Max Nurnberger

M. Nurnberger
(for Liaison Committee of Pretoria Advice Offices)

2. Voorgestelde minimum loon: 1983 Pretoria (met 15% op die 1982 syfers aangesuiwer)

(a) Voltydse inwonende huisbediende:
ongeskoold
met spesiale vaardighede R98,90 p.m.
R122,55 p.m.

(b) Voltydse nie-inwonende huisbediende:
ongeskoold
met spesiale vaardighede R115,00 p.m.
R127,10 p.m.

vir 'n werkdag van agt uur en.'n werkweek van vier-en-veertig uur, plus vervoerkoste, ontbyt, 'n vroeg-same middagmaal en werkklere.

(c) Daaglikse tydelike werker:
Vervoer, 2 maaltye plus R8,35 p.d. of 1,80 p.u.

(d) Tuinier in diens op 'n daaglikse basis (of huisbediende)
Vervoer, 2 maaltye plus R9,80 p.d.

(e) Oortyd en baba oppas
Onderhandelbaar, maar tetaalbaar.

Indien u nie die aanbevole lone kan betaal nie, stel ons voor dat u 'n bediende in diens neem op 'n uur- of dag-like basis en betaal vir die ure wat u kan bekostig

1. Suggested minimum wages: 1983 Pretoria (up-dated by 15% on the 1982 figures)

(a) Full-time living-in domestic worker:
relatively unskilled R98,90 p.m.
with special skills R122,55 p.m.

(b) Full-time living out domestic worker:
relatively unskilled R115,00 p.m.
with special skills R127,10 p.m.
for 8-hour working day and 44-hour working week, plus transport expenses, breakfast, a nourishing midday meal and working clothes.

(c) Daily casual worker:
plus transport and two meals R8,35 p.d. or 1,80 p.h.

(d) Gardener employed on daily basis (or domestic)
Transport, two meals plus R9,80 p.d.

(e) Overtime and baby-sitting
Negotiable but paid

If you cannot afford the recommended wages, we suggest you employ a servant on an hourly or daily basis and pay for the hours you can afford.

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237 Schoeman St/str 237
0002 Pretoria
Tel.: 26-8320

Ref.
Verw.

To all who received the Contract for Domestic Employment

Owing to the high rate of inflation the wages for domestic employment suggested in the Contract have to be adjusted regularly.

Below you will find the new suggested minimum wages, up-dated on the basis of information released by the Institute for Planning Reasearch of the University of Port Elizabeth in September 1982.

We hope you will help us achieve these as minimum standards.

Aan diegene wat die Ooreenkoms vir Huishoudelike Diens ontvang het.

Weens die stygende inflasiekoers moet die minimum lone wir huishoudelike diens soos in die Ooreenkoms voorgestel gereeld gewysig word.

Hieronder is die syfers aangesuiwer op die grondslag van informasie wat deur die Instituut vir Beplanningsnavorsing van die Universiteit van Port Elisabeth in September 1982 beskikbaar gemaak is.

Ons hoop U sal ons help om hierdie minimum standaard te bereik.

1. Voorgestelde minimum loon: 1983 Pretoria (met 15% op die 1982 syfers aangesuiwer)
   (a) Voltydse inwonende huisbediende:
   ongeskoold — R98,90 p.m.
   met spesiale vaardighede — R122,55 p.m.
   (b) Voltydse nie-inwonende huisbediende:
   ongeskoold — R115,00 p.m.
   met spesiale vaardighede — R127,10 p.m.
   vir 'n werkdag van agt uur en 'n werkweek van vier-en-veertig uur, plus vervoerkoste, ontbyt, 'n voedsame middagmaal en werklikheidsklere.
   (c) Daaglikse tydelike werker:
   Vervoer, 2 maaltye plus — R8,35 p.d. of 1,80 p.u.
   (d) Tuinier in diens op 'n daaglikse basis (of huisbediende)
   Vervoer, 2 maaltye plus — R9,80 p.d.
   (e) Oortyd en baba oppas
   Onderhandelbaar, maar betaalbaar.

Indien u nie die aanbevole lone kan betaal nie, stel ons voor dat u 'n bediende in diens neem op 'n uur- of dagelikse basis en betaal vir die ure wat u kan bekostig

1. Suggested minimum wages: 1983 Pretoria (up-dated by 15% on the 1982 figures)
   (a) Full-time living-in domestic worker:
   relatively unskilled — R98,90 p.m.
   with special skills — R122,55 p.m.
   (b) Full-time living out domestic worker:
   relatively unskilled — R115,00 p.m.
   with special skills — R127,10 p.m.
   for 8-hour working day and 44-hour working week, plus transport expenses, breakfast, a nourishing midday meal and working clothes.
   (c) Daily casual worker:
   plus transport and two meals — R8,35 p.d. or 1,80 p.h.
   (d) Gardener employed on daily basis (or domestic)
   Transport, two meals plus R9,80 p.d.
   (e) Overtime and baby-sitting
   Negotiable but paid

If you cannot afford the recommended wages, we suggest you employ a servant on an hourly or daily basis and pay for the hours you can afford.

(294) Hansard 9.61.83

Farm/domestic workers

11/2/83

*20. Dr. A. L. BORAINE asked the Minister of Manpower:

(1) Whether the National Manpower Commission has commenced its investigation into the possibility of establishing mechanisms that could determine the working conditions of farm and domestic workers; if not, why not; if so, what progress has been made with such investigation;

(2) whether the report on such investigation will be made available for comment by interested parties?

Hansard Q. col. 148-149 16/9/83

Accommodation of domestic workers/cleaners

(294) ~~3544~~ ~~1127~~ ~~1343~~

39. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

(1) Whether during 1982 the West Rand Administration Board refused to renew permission to flat-owners and/or tenants in the Johannesburg area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals;

(2) whether the Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;

(3) whether he will reconsider such refusals?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) Yes.

(a) 226 in respect of domestic workers.

(b) The original compassionate reasons ceased to exist.

(2) No. The employees were advised by the Administration Board to obtain lodger permits in Soweto or Alexandra or that the employers must apply

—5

for a permit should a room become available within the normal quota to house Blacks on the premises.

(3) No. Provision is made in the regulations for an applicant to submit his case to the Board for review.

~~(347) (294) (355)~~ 16/2/83

Accommodation of domestic workers/cleaners

Hansard Q. 61. 154-155

*46. Mr. P. G. SOAL asked the Minister of Co-operation and Development:

(1) Whether during 1982 the East Rand Administration Board refused to renew permission to flat-owners and/or tenants in the East Rand area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals;

(2) whether the Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;

(3) whether he will reconsider such refusals?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) Yes.

(a) Figures are not readily available.

(b) Accommodation in Black residential areas was available and/or the workers did not qualify to be in the prescribed areas.

(2) No. Alternative accommodation is available as stated in (1)(b).

(3) Provision is made in the regulations for an applicant to submit his case to the Board for review.

Domestic workers/cleaners: accommodation

30. Mr. P. H. P. GASTROW asked the Minister of Co-operation and Development:

(1) whether during 1982 the Port Natal Administration Board refused to renew permission to flat owners and/or tenants in the Durban area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals;

(2) whether the Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;

(3) whether he will reconsider such refusals?

†The DEPUTY MINISTER OF CO-OPERATION:

(1) Yes.

(a) Domestic servants—186.
Cleaners—22.

(b) They were in excess of the number prescribed in the formulae.

(2) No. The Board endeavours to assist and in fact does assist where possible but is not obliged to find alternative accommodation.

(3) Provision is made in the regulations for an applicant to submit his case to the Board for review.

Domestic workers/service personnel: accommodation

*31. Mr. P. H. P. GASTROW asked the Minister of Co-operation and Development:

Whether he approved a set of formulae for determining the number of Black domestic workers and/or service personnel who will be permitted to reside on flat premises; if so, (a) what are the formulae, (b) when were they approved, (c) to which areas in the Republic are they applicable and (d) in which areas in the Republic have they been enforced?

The DEPUTY MINISTER OF CO-OPERATION:

Yes.

(a) The formulae are as follows:

I *Domestic servants*

—*Bachelor flats*—No domestic servants.

—*One bedroomed flats:* No domestic servants—except in special cases where a concession is justified owing to advanced age and/or health or other incapacitating circumstances of an employer, and then only on the basis of one servant for every six flats with a maximum of ten servants.

—*Two bedroomed flats:* One domestic servant to every six flats with a maximum of twelve servants.

—*Three or more bedroomed flats:* One domestic servant to every three flats with a maximum of fifteen servants.

II *Service personnel*

1 to 8 flats—1 employee
9 to 18 flats—2 employees
19 to 35 flats—3 employees
36 to 45 flats—4 employees
46 to 75 flats—5 employees
76 to 100 flats—6 employees
101 to 130 flats—7 employees

(b) During 1966.

(c) To all prescribed areas in the Republic of South Africa.

(d) In all prescribed areas in the Republic of South Africa.

Dr. A. L. BORAINE: Mr. Speaker, arising out of the hon. the Minister's reply, will he tell the House how he squares his reply with the so-called policy of free enterprise adopted by the Government?

~~49~~ 294 ~~165~~ Hansard

Farming operations/domestic service: conditions of employment

Q. 61, 129 16/2/83

*10. Mr. P. R. C. ROGERS asked the Minister of Manpower:

Whether the report of the National Manpower Commission on the conditions of employment in farming operations and domestic service in private households has been completed; if not, when is it expected to be completed?

The News in Brief

Domestics meeting

THE MORE than 4 000-strong South African Domestic Workers' Association is to discuss future steps to be taken towards the protection of domestics when it holds its annual general meeting on February 17.

Feud over servants' quarters settled out of court

Court Reporter

A feud between Sandton attorney Mr Stanley Kalinko and his multimillionaire neighbour Mr Marino Chiavelli over the 20-room servants' quarters which the latter built, has been unexpectedly settled out of court.

When a civil hearing resumed in the Rand Supreme Court this week, Mr Kalinko filed a document withdrawing court proceedings against Marchia Estates (Pty) Limited, owned by Mr Chiavelli, the Sandton Town Council and its management committee.

Mr Kalinko who had objected to the quarters being built next to his main living area, had asked the judge to set aside building plans which had been approved by the council and to direct the council to demolish the building.

When Mr Kalinko launched the action, he told the judge that the use and enjoyment of his property would be severely prejudiced and that the value of his property would be detrimentally affected by servants' quarters a few metres from his boundary wall.

Wrab licence needed for 2 live-in servants

The West Rand Administration Board does not encourage employers of domestics to accommodate more than one servant on their property.

A spokesman for Wrab said if a householder wished to have more than one servant living on his property he had to apply for a special licence.

He confirmed that multi-millionaire Mr Marino Chiavelli had applied for and been granted permission to have 12 servants residing on two properties in Sandton.

The licences were renewed each year and any complaints were taken into consideration, he said.

Hansard Q. Col. 260

294 **Domestic servants on flat premises**

~~206~~ 183 23/2/83

*19. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

Whether he will review the formulae adopted in 1966 for determining the number of Black domestic servants permitted to reside on flat premises, as referred to in his reply to Question No. 31 on 16 February 1983; if not, why not; if so, when?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

Although the residence of unlimited numbers of Blacks in high density White areas overnight cannot be permitted due to undesirable circumstances arising therefrom the formula is at present being reconsidered. Compassionate cases are considered on merit with great circumspection and can be brought to attention.

Mrs. H. SUZMAN: Mr. Speaker, arising out of the reply of the hon. the Minister, is he aware that permits are being withdrawn from people who have been employing domestics for many years and that no alternative accommodation exists for those domestics either in hostels or in the houses in the townships?

The MINISTER: I am aware of the facts mentioned and that is why I replied in the fashion I did reply.

294 Star 1/3/83

'Gun-toting tenant terrorised staff'

By TONI REYNEKE
Court Reporter

A TENANT of a luxury block of flats in Killarney terrorised and harassed the domestic workers in the flats with a gun and was the cause of several police raids on them, a Rand Supreme Court judge was told yesterday.

The owners of the building, Herjoe Investments Chartwell Pty were applying for an order to evict Mr David Bank, 60, from Chartwell, 4th Street, Killarney, Johannesburg, and to cancel the lease agreement.

Mr Noel Jenkins, property manager of Sellcob Finance Company Pty — agents for Chartwell — said there were 48 rooms for domestics on the top storey of the building.

Mr Bank approached him in January last year to lease a flat, he said. "As soon as he had signed the lease, he started saying derogatory things about Mr J Jacobs, owner of the flat.

"As soon as Mr Bank took occupation, I started getting complaints from tenants."

Mr Jenkins said Mr Bank called him a few days later to complain about the "unbearable noise the kaffirs" were making. Mr Bank also accused the superintendent of the building of being "useless" and demanded her "instant dismissal".

Mr Jenkins said he had never had these complaints about the domestic workers' behaviour before.

Several tenants of Chartwell phoned Mr Jenkins with complaints the following week. One tenant called Mr Bank a "madman" who would cause a mass exodus of tenants from the building, Mr Jenkins said.

Another tenant said Mr Bank was a "madman running around with a sawn-off shotgun".

The tenants accused Mr Bank of terrorising and interfering with their staff, causing numerous police raids, disturbing the domestics at night, brandishing a firearm, and of causing a general disturbance, Mr Justice B J Curlewis was told.

Mr Jenkins said the superintendent of Chartwell, Mrs Reinett Schepers, had told him she was under doctor's treatment because of Mr Bank's behaviour. She also threatened to resign.

Mr Jenkins said he had written to Mr Bank in July warning him that the lease would be cancelled if his conduct continued, but Mr Bank had denied the allegations.

He told the court that things had been "very peaceful" in the building until Mr Bank arrived.

He also said Mr Bank had refused to direct his complaints to him directly because "he considered me on a lower social level".

Mrs Francina Mohlala, employed by one of the tenants, testified that Mr Bank had banged on her door one evening. "He was wielding a gun and asked me about a noise. I was half dressed. I never heard a thing."

She said Mr Bank had called the workers "kaffirs" and "monkeys" on several occasions. "We were upset with him and complained to our employers."

The hearing continues today.

Court hears of tenant's link to police raids

By TONI REYNEKE

THE domestic workers of a luxury block of flats were never raided by the police until a 60-year-old man who "hated kaffirs and Jews" took occupation there, the Rand Supreme Court was told yesterday.

Mr Justice B J Curlewis was told the tenant also referred to all Israeli Jews as "scum".

This evidence was heard in an application brought by Herjoe Investments Chartwell Pty against Mr David Bank.

Herjoe Investments, owner of the flats, was seeking an order to evict Mr Bank from Chartwell flats, 4th Street, Killarney, Johannesburg, and to cancel the lease.

Mrs Reinett Schepers, the superintendent of Chartwell, testified that since Mr Bank had taken occupation in the building there had been frequent police raids on the staff quarters on the top storey of the building.

Mr Bank had told her "all Jews in Israel are scum" and that he "hated all Jews and kaffirs".

She had received a lot of complaints from other tenants saying Mr Bank was harassing and disturbing their domestic workers. She had also been told that Mr Bank doubted her abilities as superintendent.

"The harassment of Mr Bank has resulted in my having to undergo treatment for a nervous breakdown," she said in cross-examination by Mr L Tomkin for Mr Bank.

Mrs Paulina Moletsane, a maid employed by one of the tenants in the building for the past six years, said Mr Bank's occupancy had heralded the start of numerous police raids on their quarters.

She said the raids had started three days after he moved in. The police had told them they had been called by Mr Bank, she said.

"He used to shout at us. He called us "baboons" and "prostitutes" and accused us of making a noise.

"On other occasions he would throw open the doors of our rooms and shout, 'Shut up! I'll shoot you monkeys'.

"He had a gun over his shoulder and another gun in a holster at his waist when he shouted at us on one occasion," she said.

Miss Karen Hodgets, one of the tenants, testified that she had seen Mr Bank one evening while she and her fiance were in the lift.

"He opened the door — it seemed as if he was looking for somebody. He had a gun in his hand.

"At that stage I did not know him or who he was or that he lived in the building. I had the fright of my life," she said.

Miss Hodgets said Mr Bank had been pointed out to her earlier this year and it was then that she had recognised him as being the armed man she and her fiance had seen.

The hearing continues today.

Servants tell court of curses, threats

Star 2/5/83

Two domestic servants yesterday told a Rand Supreme Court judge how a gun-toting tenant had interrupted their church discussions and used objectionable language after accusing them of making a noise.

Mrs Pauline Moletsane and Mrs Levita Taitai were giving evidence at a hearing in which the owners of Chartwell, a luxurious block of flats in Killarney, Johannesburg, are seeking an ejectment order against Mr David Bank (60) for allegedly harassing maids and tenants.

Mrs Taitai said that in April last year she and other maids were sitting discussing church affairs when the door of the room was flung open and Mr Bank appeared, armed with a gun.

She said he shouted at them, calling them baboons who were making a lot of noise, and threatened to kill them.

Mrs Moletsane said she feared Mr Bank and wanted to give up her job because of his behaviour.

She recalled incidents in which he had addressed objectionable language at her and other servants, calling them "bitches, baboons, prostitutes, monkeys and bloody kaffirs".

The hearing continues today.

Snake theft: two youths plead gu

Two young men accused of stealing snakes valued at more than R19 000 from the Transvaal Snake Park at Halfway House in December, pleaded guilty to the charge before a Randburg Regional Court magistrate yesterday.

Mr Simon John Cornisch (18), address given as Engelbrecht Avenue, Glenanda, and Mr Lyle McLaren Smith (19), address given as Elizabeth Street, Robertsham, were charged with stealing 69 snakes and two Gila Monster lizards from the park on December 18.

In statements they admitted they had stolen the snakes and expressed remorse for the offence.

Mr Cornisch told the magistrate, Mr W J Strydom, that he had stolen the snakes after he was promised R10 000 for them by a Mr Johan Marais, who had been curator at the park and now lived in Durban.

"After removin park's laborato sacks and took u car. When we ar Marais said he w and asked us to safe place."

Mr Cornisch job at the park in there full-time in the start of Dec had spat venom i

Mr Cornisch to had played a limi

The hearing May 4 and bail each man.

Mr Cornisch was rep Mr Smith was rep by Mr B Duchen of Miller, Chester prosecuted.

Snub for ratepayers

The Midrand Town Council has reacted to repeated allegations of incompetence by the Glen Austin Ratepayers' Association by no longer acknowledging the body as the official representative of its ratepayers.

A statement issued by the council says the ban will continue until the association "rectifies all the reckless and irresponsible public statements that have been made in the name of the association or its executive which has done far-reaching and irreparable damage to the future prospects of the area."

Terror Act I raps 'poison'

Star

A lawyer, representing three Terrorism Act charges in the K al Court, yesterday described "testimonial poisoning".

Mr D Soggott SC was leadi trial of Mr Stanley Radebe (27) Madalane (24), both of Senaoane Ernest Mohakala (23), of Mol Innocentia Nonkululeko Maz Diepkloof. All have pleaded charges.

Mr Soggott said the Security Warrant Officer J van Log Mr Radebe with death, to force ment.

He said a Mr Els of the Secu tened to shoot Mr Radebe and parents, saying he was trying Groenpunt Prison, where he was prisoners had claimed Mr Radeb

"Out of desperation, Mr B knew of the Azanian Students' knew a Mr Mayathula and that found in his car," Mr Soggott sai

(Proceeding.)

Overflow, not floods

Brixton residents who feared the drought in the suburb had been followed by floods when water flowed down Barnes Street yesterday can relax.

A spokesman for the Johannesburg city engineers department said a reservoir had overflowed while pumps installed at the Crosby pump station were being tested.

The spokesman said it was unlikely the problem would recur.



Tough new law 'aimed at squatters'

Political Staff

OPPOSITION MPs and other critics of the Government fear that squatters are the target of tough new penalties for trespassing in a Bill now before Parliament.

If the Criminal Law Amendment Bill is passed, the maximum penalty for trespassing will go up from R50 or three months to R2 000 or two years, or both.

Trespassing is defined as entering any building or property without the permission of the owner or lawful occupier.

Mrs Helen Suzman, PFP spokesman on civil rights, said she believed the new penalties were aimed at squatters, particularly in the Western Cape.

She said: "This would be another blow at a lot of wretched people whose only crime is that they are trying to make a living."

Other PFP MPs said the sharp increase in the penalty raised the suspicion of a hidden motive — the measure could be used against squatters all over the country who built their shacks on Government land.

Black Sash chief, Mrs Sheena Duncan, said many black people visiting relatives who worked as domestic servants in white areas could fall foul of the law.

Gun-toting Bank tells of 'noisy servants'

I was asked to call police, says tenant

Court Reporter

THE superintendent of a luxury apartment building in Killarney told him she could not control the unruly behaviour of the domestic servants and asked him to phone the police to complain, a tenant claimed in the Rand Supreme Court yesterday.

Mr David Bank, 60, of Flat 509, Chartwell, 4th Street, Killarney, said the superintendent told him she could not phone the police because her husband was in trouble with them.

When he eventually asked the help of Brigadier Schnetler, Commander of the Johannesburg North Police, the superintendent was very "grateful".

Mr Bank, a retired builder, was testifying at an application brought against him by Herjoe Investments Chartwell Pty, which owns Chartwell and is seeking an order of eviction against him.

Herjoe Investments claims Mr Bank broke his lease agreement by disturbing other tenants and interfering with their domestic servants.

Mr Bank said he and the superintendent, Mrs Reinett Schepers, became good friends after he moved to the building.

He said she complained about the landlord, Mr J Jacobs who, she said, was a "bad boss" and "not a nice man" and said he did not return deposits.

Mrs Schepers told him three shebeens were operating on the premises.

She told him she was unable to do anything about it. "Her husband was sick and tired of fighting with all the blacks in the building," Mr Bank said.

Mrs Schepers then asked Mr Bank whether he would contact the police.

"I phoned the Hillbrow police but they ignored my complaints.

"I eventually contacted Brig Schnetler, who was sympathetic to my complaints.

"I told him about the noise and disturbances the blacks caused at night. Mrs Schepers was very grateful to me for phoning the police," he told Mr Justice B J Curlewis.

Mr Bank denied asking the police to hold raids on specific days or that he abused Mr Jacobs. He said he knew of only about four police raids on the servants' quarters.

He admitted he went to the servants' quarters on several occasions armed with a pistol in an attempt to quieten them.

"I used to tell them to shut up. I said they were behaving like a lot of monkeys and they should behave like human beings."

He admitted screaming at them.

Mr Bank told the court it was impossible to sleep at night because of the unruly behaviour of the servants.

When he phoned Mr Jacobs to complain about the drunkenness and fighting among the servants, Mr Jacobs said he was "too busy" to listen to my complaints and that I should not phone him again.

Mrs Schepers' husband Hendrik testified that there appeared to be a "vendetta" between Mr Bank and Mr Jacobs.

The hearing continues today.

Tenant who harassed servants must quit building

294 Star 4/3/87

A tenant of luxury flats in Killarney who harassed servants by calling them "kaffirs and baboons" and brandished a revolver at them, was ejected from the building by order of a Rand Supreme Court judge yesterday.

The order, made by Mr Justice Curlewis, ended a private war between the tenant, Mr David Bank (60), and his landlord which has lasted a year.

This means that Mr Bank, who was accused of interfering with the servants and disturbing tenants, will have to leave the block of flats, Chartwell, within 15 days and a find a new home.

Mr Bank had repeatedly complained to the police about the servants and they raided the flats as a result.

Mr Justice Curlewis said the last thing that a landlord wanted was to have police clumping around the place night and day. The judge accepted there was relative peace before Mr Bank arrived at Chartwell.

The judge said it was improbable the superintendent of the building, Mrs Reinett Scheepers, would have changed her attitude when Mr Bank arrived and invite him to call the police.

It had been established by the landlord that Mr Bank's actions in connections with the servants were unauthorised and in breach of the lease.

Tenant evicted from flat

Court Reporter

THE Rand Supreme Court brought a halt to the war between the tenant of a prestige Killarney flat and his landlord yesterday by granting an order of eviction against the tenant.

Mr Justice B J Curlewis said in judgment that the probabilities were overwhelmingly against the version Mr David Bank, 60, of 509, Chartwell, 4th Street, Killarney, told the court of his vendetta against Mr J Jacobs, a director of Herjoe Investments Chartwell Pty.

Herjoe Investments was seeking an order evicting Mr Bank from his flat because he was harassing the domestic servants and disturbing the tenants of the building.

Mr Bank testified yesterday that the rebuttal he had received from Mr J Jacobs when he complained about the "unabated noise" coming from the servants quarters, started the war.

Mr Bank admitted he wrote a letter to Mr Pen Kotze, Minister of Community Development in which accused Mr Jacobs of extortion, high rentals, payments for water and the general low standard of the building.

He also admitted to giving an interview to a Sunday newspaper in which he alleged that Sellcob Finance Pty — the administrators of the building — were charging for water in contravention of municipal bye-laws.

"This was all part of the plan. I wanted tit for tat. I was defending myself against Mr Jacobs. He had accused me of being a violent person in a letter.

"Mr Jacobs deserves having rent control reimposed on his building. He started the trouble with his rudeness. I was trying to get my own back," Mr Bank said.

Mr Bank said the whole situation had arisen because he would not tolerate Mr Jacobs' "victimisation" of himself, his daughter and other tenants.

Judge Curlewis said in judgment the last thing a landlord wanted is to have police "clumping about" the place day and night.

The court must accept that there was a relative peace and quiet before Mr Bank arrived at Chartwell.

Herjoe Investments have established that the acts committed in connection with the servants were in breech of the lease agreement and were unauthorised.

Firm offers insurance plan for domestics

By SANDRA SMITH

"YOU have no doubt made provision for your own retirement. But what will happen to your domestic worker when she is too old to work?"

This is the question asked by the manageress of an insurance company, Mrs Rozette Bredenkamp.

Employers often asked how they could offer their domestic workers some kind of security for their retirement.

To meet this need, Mrs Bredenkamp said her company had developed an insurance policy under which employers can make provision for their domestic workers.

The policy would be marketed in Port Elizabeth through the Domestic Workers Association of South Africa (Dwasa) and would cost employers only R11 a month.

"If you offer your domestic worker added benefits, she will be loyal to you. I also believe this kind of policy will result in greater stability among this group of workers," Mrs Bredenkamp said.

The policy was a combination of accident, life, funeral and retirement benefits.

It assured payment of a sum of money to the worker's family if she died, retirement benefits in a lump sum or in monthly payments, immediate burial expenses for the worker's spouse or dependents and payments if the worker became disabled.

The scheme could also be transferred from one employer to another.

The general secretary of Dwasa, Mrs Pat Maqina, said: "People often say that their domestic worker is 'part of the family'. If that is the case then this is a good way for the family to provide for their domestic worker's old age."

Focus

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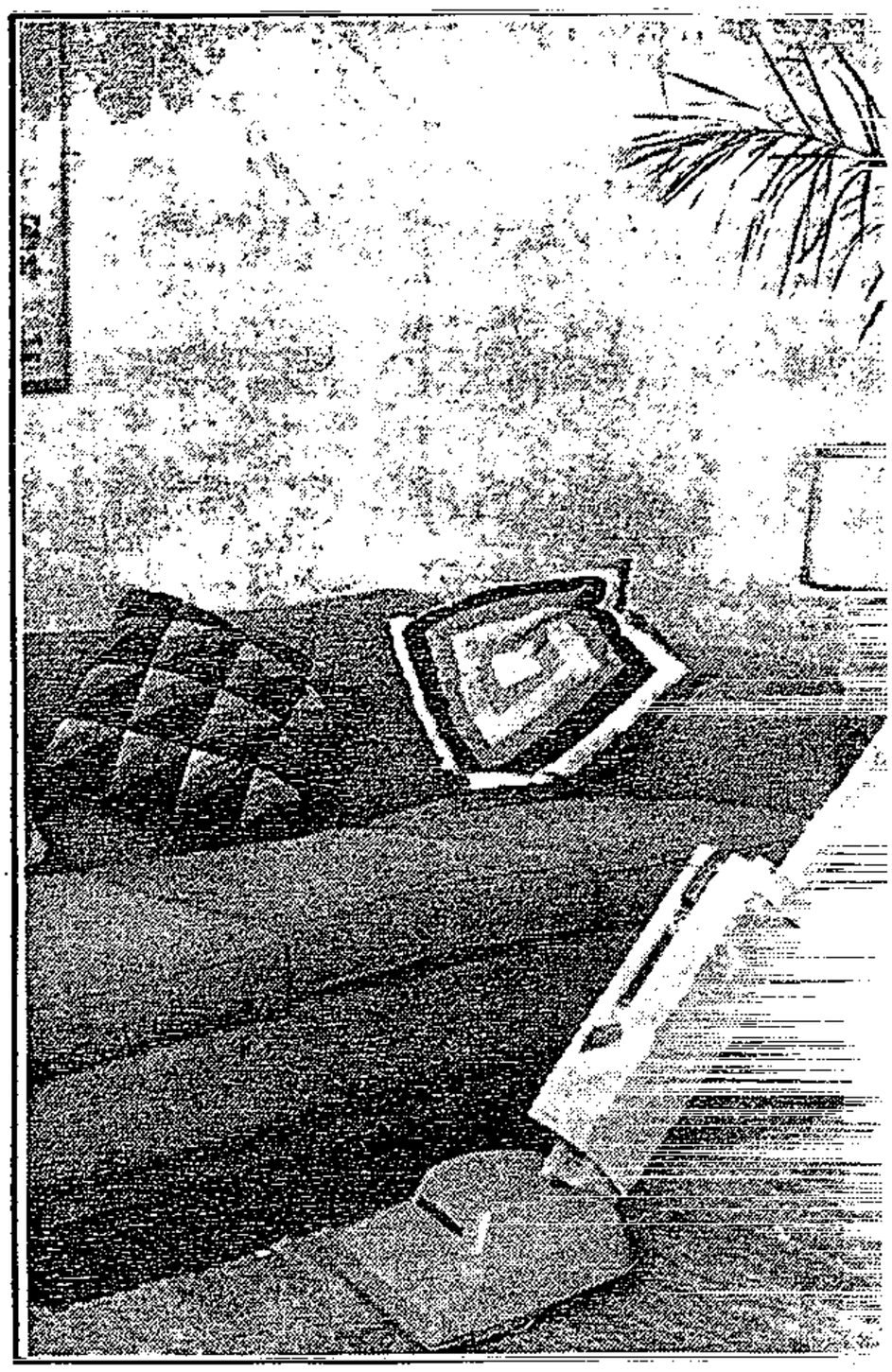
C. Times

Legal rights of a domestic worker

24/2/83

THE NATIONAL Manpower Commission is investigating the working conditions of South Africa's two million farm and domestic workers who fall outside the scope of existing labour laws. Although there is an urgent need for domestics to have their own legal rights the commission's findings won't go through Parliament this session. Here FOCUS takes a look at the few rights that domestics do have, the salaries they are paid and the conditions that they are expected to work and live under.



● A domestic at work — vacuuming the lounge carpet perform during a

ALTHOUGH the recommended minimum wage for domestic workers is R110 a month, the average pay of a live-in domestic worker in Cape Town is about R60—R80 a month, according to Mrs Dolly Mgoqi, organiser of the Domestic Worker's Employment Project in Cape Town.

"One of the reasons why salaries are so low is because a number of illegal domestics are working in Cape Town," said Mrs Mgoqi. "As they desperately need jobs and employers are well aware of their predicament, they are paid very little."

According to Mrs Mgoqi the situation is getting worse. Even if employers can offer a domestic accommodation and a fulltime job the Western Cape Administration Board (WCAB) refuse registration, insisting that legal dometics should rather be employed.

But she said that the majority of women who have permits to live in Cape Town prefer to work in restaurants.

"A lot of domestics are unmarried mothers and widows from the Transkei and Ciskei. Even if they are paid the absolute minimum, this isn't nearly adequate to cover the needs of their families."

In suburbs like Constantia and Bishops Court the average wage is R100. "Although," says Mrs Mgoqi, "there are a few people who are prepared to pay R130 for a domestic with experience."

Besides being underpaid, domestics arrive at the Domestic Workers Employment Project in Long Street, Mowbray, daily with many complaints. DWEP deals with them as best they can but they haven't the legal backing to put up a fight.

Domestics, says Mrs Mgoqi have no workmen's compensation, even though statistics show that most accidents happen in the home.

"A particular case we're looking at, at the moment involves a domestic who burnt herself while defrosting the refrigerator with hot water."

After it was tended to she was told to carry on working. The next morning when she woke up with blisters she took herself to hospital where she was admitted for two days.

On the third day when she returned to work, she found she'd been replaced. In a case like this DWEP normally writes a letter to the employer — asking for at least the hospital fees and wages to be paid.

If they are not successful they send their clients to Legal Aid at UCT.

"A lawyer's letter works wonders," said a spokesman from Legal Aid. "This is when we normally get some kind of settlement from an employer."

Complaints are many and varied. They have dealt with cases where domestics have been fired without getting any pay.

"Employers biggest excuse is that a diamond ring was stolen, a priceless vase broken or a negligee burnt." said the spokesman.

"Domestics have few concessions. "We base our arguments on common law — the origins lie in Roman Dutch law — which entitles a domestic to one month's notice and a reasonable period of sick leave.

To try and avoid these discrepancies DWEP has drawn up a contract for employers and employees stipulating payment, leave pay, time off working hours and conditions. A special sheet has been drawn up for employer and employees to sign for wages. "Often employers insist that they have paid their domestics and there is no record of it."

DWEP are fighting for an eight-hour working day since they have established that sleep-in domestics in the cities work an average of 10 to 12-hours a day — between 55 and 70 hours a week.

Many of these domestics are expected to work from 7.30 am to 8 pm with a break of about two hours in the afternoon. "A large proportion don't get a proper rest during this time as they're told not to leave the yard in case the phone rings or are expected to look after a child, which certainly is not a proper break," said Mrs Mgoqi.

On her day off a domestic should not be expected to report for duty at all. "Too many employers feel they should do the washing up in the morning before they leave."

A pension fund scheme is available for domestics but most employers view the idea as an unwelcome imposition. "I always recommend that a monthly pension of R10 a month over and above the employee's wages is taken out," said Mrs Mgoqi.

Annual leave for domestic workers is often ignored. Although employers give their domestics leave, invariably they are not paid. Three weeks leave is recommended.

"Most domestics are not paid extra for babysitting. All they get is a 'thank you and we'll have coffee at 7.00 am tomorrow'. Recommended overtime is R1,20 an hour.

Another bugbear is living conditions. Some domestics sleep in garages or cells which are often not fully equipped — and yet employers are always quick to point out that they feed and house their domestics.

"What they don't take into account is that most of these women are the sole breadwinners for their families," said Mrs Mgoqi.

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● A domestic at work — vacuuming the lounge carpet, just one of the many duties she may have to perform during a 12-hour day.

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ANNE BARON

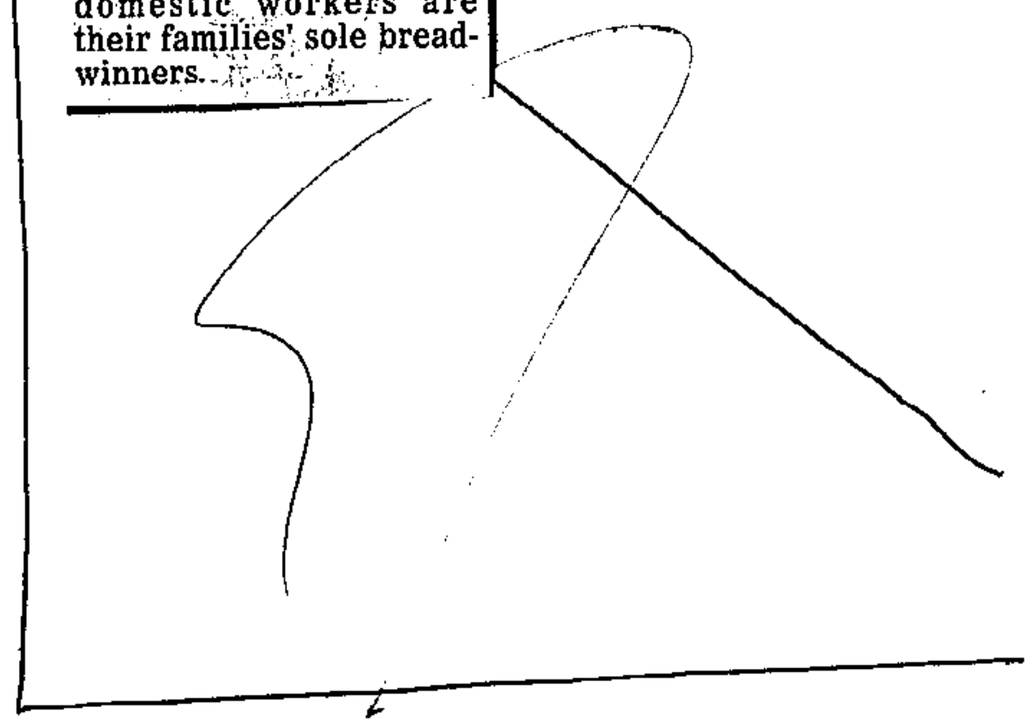


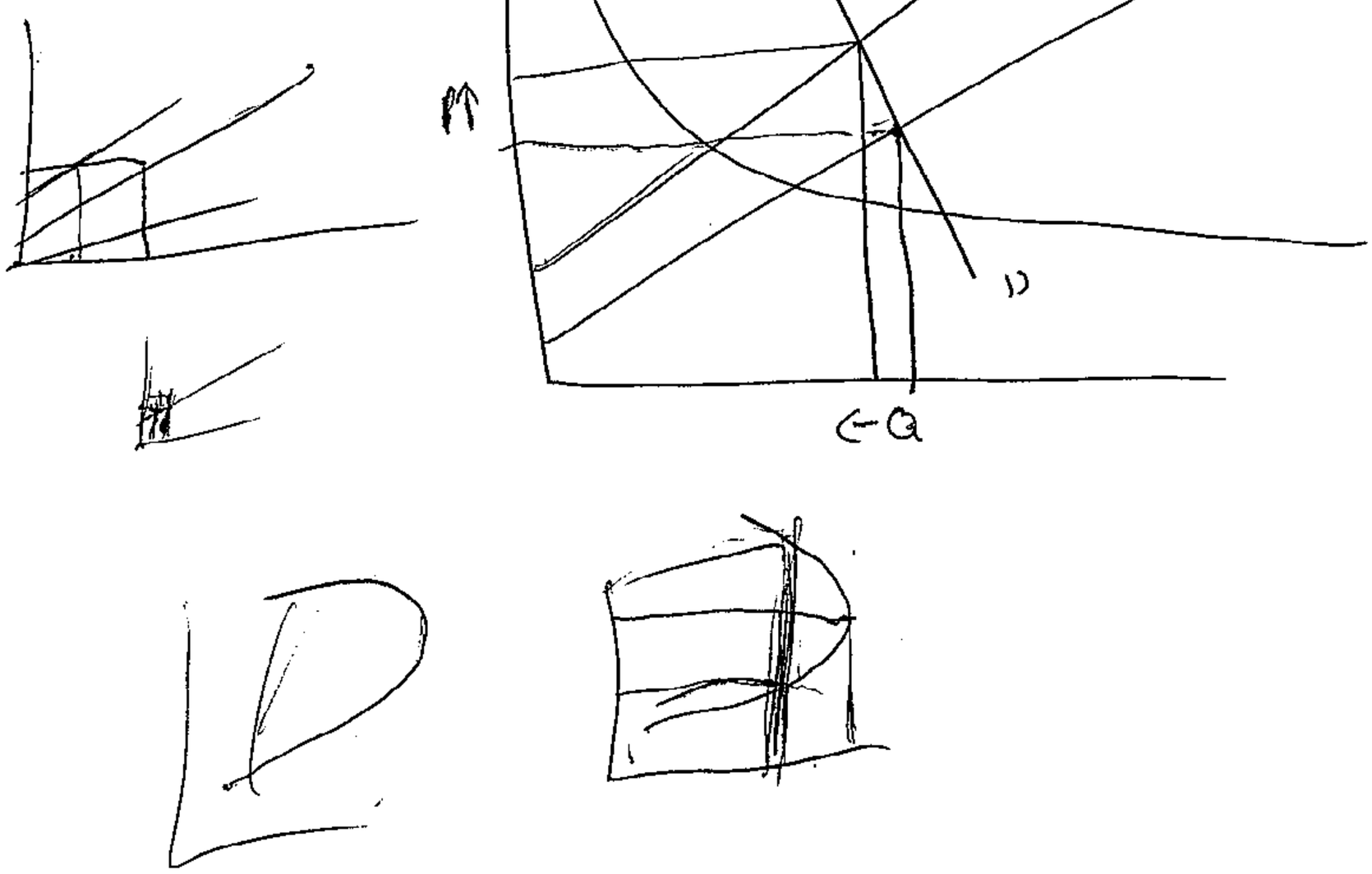
● Time off — domestics should have a proper break during the day.

Not registered

● FULL-TIME live-in but "illegal" domestic workers attempting to register their employment in Cape Town are being automatically refused by the Western Cape Administration Board (WCAB), according to the Athlone Advice Office's annual report.

The report says "an elaborate appeal against such a refusal is almost always refused, unless the circumstances are exceptional". The report adds the little-known fact that 80 to 86 percent of domestic workers are their families' sole breadwinners.





Call to scrap apartheid to control growth

By JIMMY MATYU

THERE would be no need for drastic population control measures if apartheid was dismantled, black civic leaders said in Port Elizabeth today.

They were commenting on the report on demographic trends by the Science Committee of the President's Council which warned that unless steps were taken to curb population growth — particularly that of blacks — South Africa was headed for a major disaster.

The secretary-general of the Domestic Workers' Association of South Africa (Dwasa), Mrs Pat Maqina, said because of the wide gap in wages between blacks and whites, blacks felt that more children were a safeguard against old age.

"Even family planning clinics already in existence are viewed with suspicion and are not acceptable to most blacks," she said.

The chairman of the Kwazakele Residents Association, Mr Jackson Mdongwe, said he was opposed to proposals made without consulting the people.

"We have not been asked for our views It will be worse with some of our conservative blacks who believe that when a man pays lobola for his wife he is entitled to as many children as she can produce," he said.

Mr Mdongwe said the large number of children in each black family was treated as some form of social security for parents in their old age.

An executive member of the Roots cultural movement, Mr M Mayekiso, said blacks did not accept two-child families.

"I see no need for proposals to curb population growth as long as the system of apartheid is dismantled, and the laws governing social benefits restructured to give every person, irrespective of race or colour, equal pay," he said.

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Fired - and stranded

By RENÉ DU PREEZ

A 16-year-old Beaufort West girl, who has been working as a domestic in Mitchells Plain, was stranded in Cape Town this week after she had lost her job for being "cheeky".

She did not receive her month's salary of R30 or a return train ticket.

Maude van Heerden was recruited by an employment agent in Beaufort West, and started work at the Lentegeur home of Mrs Kulsum Jacobs on February 22.

Maude was to receive R30 a month and free board and lodging.

Her duties were to keep house, look after the children when they came home from school and do the washing and ironing.

After working for just over a month, Mrs Jacobs terminated Maude's employment because "she did not do her job properly and was cheeky".

Mrs Jacobs said: "When I came home at night, the house was just the same as when I left it in the morning. My children were not properly cared for.

"When I reprimanded her, she became agressive and cheeky. So, I told her to find other work.

"I did not pay her month's salary because she did not deserve wages."



Maude van Heerden, of Beaufort West, who was stranded in Cape Town this week after she had been fired from her job with a family in Mitchells Plain.

Maude said: "I did do my work and, if Mrs Jacobs did not like the way I worked, she still should have paid me. After all, I worked a whole month."

Miss van Heerden said that if she did not get the necessay R17,50 for her train fare back to Beaufort West, she would approach some of her friends to lend her the money to get home.

Generate your own power

By MONO BADELA

WITH the serious drought threatening electricity supplies, black families in the townships can enjoy electricity benefits by using new generators now available in all furniture stores.

This was said by Mr Nel McDaniel, a director of the Black Community Training Centre yesterday. The centre specialises in teaching domestic workers improve household skills at no charge.

Mr McDaniels told **The SOWETAN** that because of the serious drought now facing the country there had been fears that electricity supplies would be badly affected.

Mr McDaniels said R3-million emergency projects were now being studied by South African water chiefs in a race against time to avert power blackouts.

The Electricity Supply Commission (Escom) warned last month that without more water for power stations electricity cuts may hit the country by August.

One case in point is the Standerton Power Station which is in serious trouble with low water supplies for its cooling towers.

He said several townships in Soweto were promised electricity in their homes in June last year but have not as yet got it. These families may still wait much longer.

"How much longer must householders wait?" he asked.

He said the directors of his centre contacted leading generator distributors to ask them for their assistance. The distributors did not only respond with the idea of a generator cheap enough, but also taught black instructors at the centre how to use the appliance.

The generators are seven different sizes. Some are easy to carry and others are big enough to provide the necessary power supplies for the entire household needs. These can be bought at furniture stores on higher purchase agreement.

VICTORY FOR DOMESTIC

THE PRETORIA Citizens Advice Bureau (CAB) has won its first case on behalf of a domestic worker who was dismissed without notice or pay and now "the missies must pay up".

So says Ms Maxi Nuremberger, one of the bureau's voluntary workers.

In a civil action in a Pretoria magistrate's court in February this year, a Mr F H G P Schuurman, previously of 65 Booysens Street, Roseville, was ordered to pay his domestic servant of five months, Miss Roslinah Msibi, R140 in unpaid wages and notice pay after she had been illegally dismissed.

Mr Schuurman did not contest the action, and has since moved from his Roseville home. Detectives are on his trail, and a writ of execution has been brought against him.

The Citizens Advice Bureau was able to bring the case to court — believed to be the first time a case between a domestic servant and employer has been heard in Pretoria — with the help of legal aid.

The case was undertaken by Mr H M P Visser of the firm Van Zyl, Le Roux, Hurter.

Mrs Nuremberger said the number of disputes between domestic servants and ex-employers had risen dramatically since the launching of the domestic workers' contract in August last year.

Sowetan 14/4/83 (294)

Domestic agency opens

Post Reporter

A GELVANDALE couple has applied for a licence to start a domestic worker hiring service.

Mr A Savahl, a factory owner, said he had applied to the Port Elizabeth City Council for a licence and hoped to start operating on Monday.

He said there was a big demand for domestic workers, often on a temporary basis. Since he had started advertising, he had received up to 20 inquiries a day.

He said he and his wife, Mrs S Savahl, carefully interviewed prospective workers and selected those most suitable. They would earn R100 a month.

He said domestic workers would be taken to the homes and taken to a bus stop once they had finished.

Jo'burg homes conned

By SOPHIE TEMA

DOMESTIC workers in Johannesburg's northern suburbs are being conned by a man who takes money from them, claiming he is to pay a fine for their children who have been arrested.

He has cheated the employer of Mrs Rebecca Mphaka — and other workers — into giving him R60 to pay a fine for Mrs Mphaka's son, Timothy, who he claimed had been arrested for assaulting a bus conductor.

Mrs Mphaka — a domestic worker in Hyde Park, Johannesburg — said she received a call from the man last Wednesday and was told her son had been arrested.

"The man was phoning from my employer's business premises because, after I had spoken to him, he gave the receiver to my employer who spoke to me and we arranged that he would give the man the R60 to pay the fine.

"I believed that he was telling the truth because my son had visited me at the weekend and was to have telephoned me on Monday. I did not receive his call and when the man informed me that he had been arrested, I had no cause to doubt him."

Mrs Mphaka added: "I cannot say what urged me, but minutes later I wanted to satisfy myself, so I picked up the telephone and called my son's place of work. To my greatest surprise, I found him. He denied he had been involved in a fight and had been arrested."

Another worker, Miss Evelyn Gwamanda, said a man visited her place of work in the same area about a month ago and told her that her son, Amos, was arrested and wanted R60 for the fine.

Mrs Gwamanda said: "I was not suspicious of the man. I gave him the money and thought that he was telling the truth because he called my son by name."

It turned out later her son dod not know the man.

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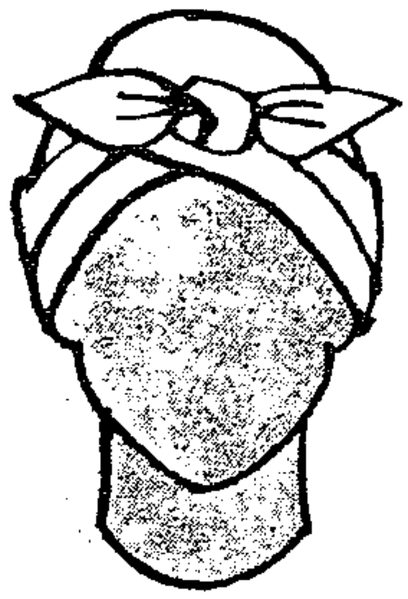
Help Jullia help herself

I would very much Like to have a House of my own so that my children will have some where to stay and also I think for them to feel more wanted and caked for and not to feel worried for the Rest of their Lives.



Jullia, who does not have a home, understands what a "home" means. Below is what she wrote in full for HOMEFRONT

THIS is Jullia Nyembe.

I have four children. I have got no husband, and no Mother or Father. I have got no house for my children to stay in so I have to give the other people my children to look after for me and I have to pay these people and I send food to Them.

I am working every day. But not Sunday when I GO to Church and I use this money to send my children to School and to buy them the School Clothes.

I would very much Like to have a House of my own so that my children will have some where to stay and also I think for them to feel more wanted and cared for and not to feel worried for the Rest of their Lives.

They will know they have a home and also that I really love them cause I don't see them often to show them this.

I am a Zulu Born in Newcastle Natal. I am 34 years. The people I went to for help told me I need a lot of Money Before I can buy a House and I dont have a lot of Money because all the Money My Madams pay me I spend on school, food, clothes an to pay the people who look after my children.

Jullia Bellina Nyembe

PERHAPS Jullia works for you, or you have seen her walking to work.

She works for four employers, walking from the Parkhurst home of one employer to other weekly jobs ... in Craighall Park, Parkmore and Morningside.

There are no connecting buses. Her Parkmore employer drives her back.

Described as a "very good worker," Jullia earns some R200 a month in all. Her entire earnings go in supporting her four children, who are scattered in places such as Hammanskraal and Bethulie (her husband deserted her).

Two of her employers — we'll call them "Mrs Parkhurst" and "Mrs Parkmore" — care about Jullia.

"Mrs Parkmore" is so determined to help Jullia acquire a home for herself and her children that she has set in train a process she cannot bear to see stopped.

Thanks to this housewife's efforts, Jullia, a Zulu, has been provisionally allocated a stand in Madadeni Township, near Newcastle.

If the allocation is approved, she will have to produce proof that she possesses at least R1 000, or a letter from her employers saying they will assist her in building a house.

If she can't do that she loses the stand ... because the authorities do not want stands lying idle while so many blacks are desperate for housing.

If she can produce the necessary guarantee, she must produce plans of the proposed house.

Once these are approved she will be sold her stand for R79,20. Later, she will also have to pay a water and sewerage connection of about R50 and a monthly service charge of R6,40.

She must start building within two months of being given the go-ahead, and the house must be completed within two years.

The KwaZulu Development Corporation (KDC) offers building loans, helps people find builders and supervises the erection of their houses ... but whether Jullia could be helped by the KDC would depend on how much money she could deposit, as well as their own waiting lists and the availability of loan finance (SA building societies may not operate in the "homelands").

HOME FRONT

HOMEFRONT helps those who help themselves!

Jullia is lucky to have the chance — if only she could afford to take it — of obtaining a house through a properly controlled, disciplined process.

"I'm determined to make it happen!" vows "Mrs Parkmore". She cannot put up ready finance for her once-a-week employee, but she is going to use her own skills to fundraise for Jullia.

She will also try to find a church member who will draw Jullia's house plans ... a useful saving.

HOMEFRONT suggested a way in which Jullia could earn something extra to put towards her dream house.

She grabbed the chance and earned herself a good first deposit for the home savings account we will help her open. But this was a one-off which cannot be repeated.

Now we need *your* ideas on how Jullia can raise those extra rands.

● Leave a message on 710 2501 ... we will call you back. Or write to Lin Menge, HOMEFRONT, Rand Daily Mail.

PARLIAMENT

Minister objects to Nazi jibe

Polltical Correspondent

THE ASSEMBLY. — The Minister of Law and Order, Mr Louis le Grange, yesterday strongly objected to being called a *gauleiter* — the leader of a district under Nazi control.

When the allegation was made during a speech in Parliament by Mr Dave Dalling

CP calls for probe into Fanie Botha

By JOHN BATTERSBY
Polltical Correspondent

HOUSE OF ASSEMBLY. — The Conservative Party has taken up the gauntlet thrown down by the Prime Minister, Mr P W Botha, last week to call for the appointment of a select committee to investigate allegations against the Minister of Manpower, Mr Fanie Botha.

Mr Fanie Botha, who is also leader of the Assembly, was in Parliament yesterday when Mr Frank le Roux, MP for Brakpan, formally gave



calls for the investigation of Mr Botha's alleged involvement in the construction and subsequent demolition of a hydro-electric installation on the farm Hyoma in the Soutdistrict.

The committee will be asked to investigate whether the cost of the hydro-electric installation was taken over and paid for by the Njelele Irrigation Board and whether the cost was included in the R1 143 467,45 that was eventually written off.

Subsequent revelations

By JOHN BATTERSBY
Polltical Correspondent

THE ASSEMBLY. — The Minister of Justice, Mr Kobie Coetsee, yesterday turned down an Opposition call for the appointment of a commission of inquiry to investigate the desirability of retaining the death penalty in South Africa.

"Nothing has happened since 1969 to cause the reopening of the book on the death penalty," he said.

Mr Coetsee was responding to a call by Mr Dave Dalling, the Progressive Federal Party's justice spokesman, who called for a commission of inquiry into capital punishment when he opened the parliamentary debate on the Justice vote.

"It is an inhumane and archaic form of retribution."



Maid wasn't the 'girl'

madams wanted

LIN SAMPSON of Johannesburg wanted to help a domestic worker find a job so she advertised on her behalf. The results are an interesting comment on what is expected of domestics and society's attitudes towards them.

The advertisement I ran in the paper was for a cook/general domestic who had been with the same employer for 20 years. I said she was excellent but didn't bargain for the interest — my telephone never stopped ringing.

The first woman said she was looking for a "girl" who could look after her 18-month-old baby and a four-year-old girl. "There's not much to do," she said, "just keep an eye on the little ones and cook their lunch and change nappies."

My caller said she'd also have to clean the house and cook dinner. "When I get home I'm tired," was her explanation.

I asked about a day off. That was a bit difficult as she worked all week, she said, adding with cheerful optimism and a hint of charity, "I could give her a weekend off a month. She could leave on Saturday morning when she's done the house and not come back until Monday."

She said she would be willing to start the "girl" at R70 and if she was good might go up to R85.

Mrs P wanted someone who was reliable and good with children and animals. She had four dogs that needed to be exercised. One walk a day would do.

But she also wanted to know if the maid was clean.

"Does she do floors?" asked Mr L (his wife was shouting instructions). He also wanted to know if she bathed every day. Another screech elicited the question: "Does she eat a lot?"

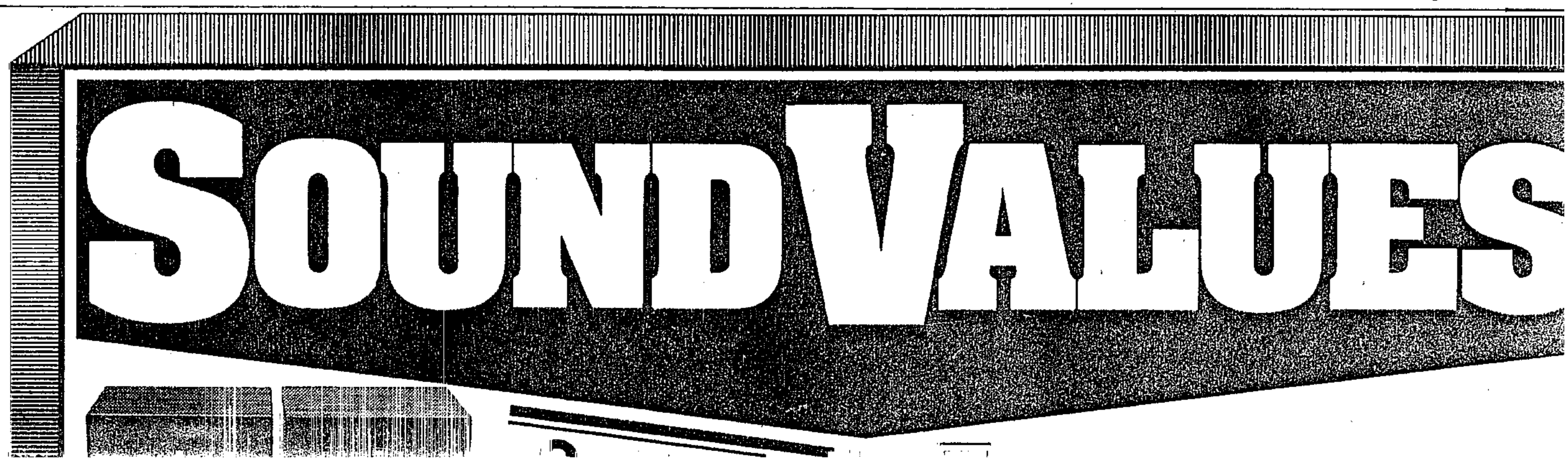
Mrs E wanted to know exactly what she did for me. "I want somebody who can do everything," she screamed in that high screech with an overlay of elocution which does something ominous to the vowel sounds.

"I want a girl who can bake and read to the kiddies. What's her reading like?" She added: "Look I don't mind getting someone to do the windows."

Mrs E was willing to pay R85, going up to R100, if she was a "really fancy" cook. When I told her she was getting R185 Mrs E said she must be a cordon bleu cook.

Mr T said he was willing to pay but he didn't want the "whole place" filled with friends and people sitting in the kitchen. He also wanted to know if she drank.

His last "girl" drank



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His last "girl" drank and also took home sugar.

Mrs X asked how old she was. "Oh," she said, "a really old girl." (She is 44).

Her mom was looking for a good baker. "Can she make a layered sponge and black forest?" she asked. Mrs X also wanted to know if she was clean, had friends, family (exactly how many and where they lived), children, a husband, a pass and worse, a boyfriend.

She asked if the maid was cheeky. Her last "girl" was cheeky. She was offering R95. "You have to pay these girls the earth nowadays."

Mr Z (there were a surprising number of men often with a female voice in the background) said he was willing to pay R120. "Basically," he said, "it's just pocket money. Her food and living is included."

I reminded him that this particular woman (and most others) had three children to put through school plus an old mother to keep and rent to pay on a house.

Two people asked if she entertained. This threw me. They meant could she do "entertainment" cooking.

One said she would pay anything up to R120 if she could do really fancy cooking.

A girl said sadly, "I'd like to pay more but we've just bought a house down at the coast and we're a bit hard up at the moment."

One woman said she was looking for a maid for her son. All his maids stole from him and she'd told him to have only one door.

"That's the only way to stop stealing," she said. You could watch them as they leave.

Mrs D said with a giggle that most of her appliances were "k-proof". When I asked what she meant, she was silent. I had destroyed that camaraderie, that unwritten law that amounts to conspiracy among madams.

It was Mrs T who made me lose my temper. "Tell me," she said in that elocuted speech, "is she fat? I've found that fat 'girls' can't move."

Then: "Does she wear glasses? Has she had her eyes tested? Can she see dirt. A lot of these girls can't see dirt you know."



Getting, and holding, power



Domestics stress need for contract

Reports of abuse, violence lodged with DWASA

By SIMON BLOCH

WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary she collected a slap in the face for her trouble.

"Why should you get more? You're not a white woman. You are just a k.....," her employer allegedly told her.

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries.

According to the woman, her employer scolded her for taking his child to the shops one afternoon.

"As I came out of the shop, my employer shouted at me: 'You're just a Hottentot maid. You mustn't take my child with you.'

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed.

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and he began hitting me.

"He called the police and when they arrived, they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eben Donges Building," she said.

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year.

DWASA, which has been in existence for about two years, is trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it is entitled to rights.

Mrs Pat Maqina, DWASA's secretary, this week said an alarming number of complaints against employers had been lodged with the association this year.

"The exploitation of domestic servants needs urgent looking into," she said.

"The average salary for domestics in Port Elizabeth is R60 a month, a far cry from the R110 a month DWASA recommended two years ago." It's probably just as bad all over South Africa



Mrs PAT MAQINA ... DWASA secretary

are nothing but "the madam's maids".

"It's a miracle these ladies can survive on their pay. Many of them are the family bread-winners and have to pay rent, feed and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs Maqina said.

"And the irony of it is that there are white employers who still have the cheek to borrow money from their domestics," Mrs Maqina said.

Mrs Maqina said records showed that immigrants were the worst employers.

"Firstly, they don't want to pay decent salaries and, secondly, they become so smug when they can employ a domestic here, they start treating them like slaves.

"They are not even used to having domestic workers overseas and when they find it is the norm here, they become the worst employers.

"A family from England who paid their live-in worker R30 a month (without food) justified the salary when questioned by a neighbour, saying: 'Oh, but we allow her little boy to live with her'."

Asked whom domestics regarded as the best people to work for, Mrs Maqina said doctors and Jews were high on the workers' list of employers to seek jobs with.

"These people expect a high standard from their workers, but they at least pay well and look after them," she said.

One of the problems DWASA is fighting against is the firing of workers without notice.

"Workers often have to leave without getting paid in full for their services. They have no comeback against their employers.

"Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves."

I asked her if domestic workers were frustrated by working for peanuts in affluent white homes fitted with all the mod cons of 20th century living.

"I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation.

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care.

"But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act."

According to Mr H J Swanepoel, the Director of Labour for the East Cape, there is no minimum figure set down for domestic workers.

"This is between employer and employee," he said.

Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Concilliation Act nor the Wage Act. In short, they have no labour legislation protection.

The only protection they have is under common law. This includes a month's notice, no deduction because of breakages and no summary dismissal without good cause.

According to Mrs Maqina, employers find it convenient to leave employment conditions a little hazy until the occasion arises when they need the worker to perform a task not in the worker's normal routine.

DWASA hope that an employment contract would provide some form of protection for domestic workers.

"Housewives might not like the idea of being bound to a contract of this nature. But at the moment, domestic servants are at their employers' mercy. We feel they are entitled to protection as anyone else in employment is," Mrs Maqina said.

There is such a surplus of domestic help available in South Africa, employers don't really have to think twice about getting replacements when they fire workers.

The convenient labour bureaus will help them out, of course.

A contract drawn up by DWASA last year included the following terms.

- Domestics should not be made to work more than eight hours a day without overtime pay.
- They should be allowed meal breaks.
- The scope of the job should be demarcated — it should be made clear whether it includes general cleaning, cooking, child care or other tasks.
- The number of working days a week should be constant.
- Annual leave, sick leave and salary increases should be stipulated.

In February last year, the Government gave urgent instructions to the Manpower Commission to investigate the establishment of minimum terms of service for farm and domestic workers.

Mr Fanie Botha, Minister of Manpower and the architect of the country's new labour dispensation, said there was no reason why employees could not enjoy the necessary protection.

"The Government would not be fulfilling its duty if it did not also look after the interests of this large group of workers," he said.

But today, more than a year later, about two million agricultural and domestic workers are still waiting to hear the outcome of the commission.

(294) E.P. Post 19/5/83

Domestics prefer working for whites

By LESLEY LAMBERT

BLACK employers of domestic workers heard what their employees thought of them at a seminar in Port Elizabeth yesterday.

And one of the loudest messages was that most preferred working for white employers.

Entitled "Maids and their Madams", the seminar was organised by the Domestic Workers and Salesladies Association. It was attended by about 40 domestic workers, who aired their complaints and received advice from a panel of employers.

Dwasa trains domestic workers and mediates between employers and employees to ensure a good deal and better understanding for both.

In discussion, most of the workers said they would far rather be employed by white woman. Some said they felt exploited by their black employers, who overworked and underpaid them.

"And we would rather be mistreated by a white employer than by our own people," said one woman.

"We do the washing, the ironing, the cooking and we look after the children. They (the black employers) give us a rand and we must say thank you because we are hungry and only too pleased to get some money," one woman said.

Another said she resented being mistreated by fellow black women.

"It's a case of the black employer eating rice while the worker eats samp.

"The employers go to the rural areas and entice the people from their homes because they know they are poorer, more easily used and easier to sack once they have been used," she said.

"I know of women who are paid R18 a month when we all know the minimum wage is R110 a month."

Another worker asked the guest speaker, Mrs M Ximiya, a community worker in New Brighton and Kwazakele, to tell them what she as an employer expected of a domestic.

Mrs Ximiya stressed the importance of a written or verbal contractual agreement between employer and employee

"Once you have made this agreement it is not so easy for your employer to fire, underpay or exploit you by making you work long hours."

Some of the women said their monthly salaries were as low as R60 a month — way below the subsistence level — and that they sometimes had to pay the whole amount for rent and other necessities the day after being paid, leaving them destitute for the rest of the month.

They said employers often refused to lend them money. If they did so in cases of emergency, the whole amount would be subtracted from the next month's salary.

A claim that black employers failed to explain routines and preferences, leading to a communications barrier and a lack of trust, was backed by most of the women.

One said: "Afrikaans employers like their food fried. The English like theirs boiled. How do we know how our black employers like their food if they do not tell us?

"We want to be told when we start work, exactly how the employer lives so we know where we stand when it comes to the housework."

(294)

Piet sues boss

But employer denies he did not pay wages for 17 years

By BLAISE HOPKINSON

AN illiterate old black man has found himself caught up in a legal tussle with his employer of 17 years.

Legal aid lawyers acting for Mr Piet Mathebula, 79, claim he was not paid during this period and have demanded over R14 000 in back pay and holiday money.

The former employer, Mr Daniel Dolan, who lives in the exclusive Benoni suburb of Linksview, is perplexed and upset by the demand.

He has denied he did not pay Mr Mathebula and will strongly defend any legal action.

"I do not wish to say anything that will hurt either Piet or me. I have a very high regard for Piet," said Mr Dolan, an engineer, at his home yesterday.

"Piet was painfully honest and wouldn't so much as pick up a cigarette if it was not his."

He admitted he was "very shocked" when heard his former servant had chosen to take legal action.

"Piet disappeared on Easter Monday. I spent the week of my holiday looking for him. I checked the hospitals, the police, everywhere," Mr Dolan said.

Mrs Dolan said Mr Mathebula had told them all along he had no family and had nowhere to go.

"We were quite prepared to keep him until he died. We thought he had nowhere to go," she said.

Legal aid lawyers have sent Mr Dolan a letter of demand and are awaiting a reply.

Promised

The Dolans' lawyer, who asked not to be named, said the claim was "simply not true. Piet was paid".

Traced this week by the Sunday Times to a tiny village 50km from the GaZankulu capital of Giyani, Mr Mathebula claimed he had not been paid a cent by Mr and Mrs Dolan.

Speaking broken Afrikaans, Mr Mathebula claimed "the missus refused to give me money when I asked for it".

How the legal action originated was explained by a Department of Co-operation and Development commissioner in Benoni, Mr C J Wolmarans.

He said "a concerned citizen" brought Mr Mathebula to him.

"I questioned Mr Mathebula and satisfied myself that we had a case and referred it to the legal-aid people.

"He must have trusted his employers completely and believed that they would give him his money when he left their employment," Mr Wolmarans said.

Mr Mathebula claims he stopped asking the Dolans for money because they promised to give it to him when he retired.

He said he helped Mrs Dolan with the housework and did odd jobs, like cleaning the car and tending the garden.

For this he was fed, given beer and tobacco each week and housed in servants' quarters on the property.

He claimed he worked from six in the morning until eight at night.

He did not have a day off and never went on holiday. He said he had also never had a day off sick.

"I can't say why I stayed there. It was work. I must work. I could not find other work," Mr Mathebula said.

The Department of Co-operation and Development in Benoni arranged for Mr Mathebula to be returned to his family in Venda, which he left more than 20 years ago.

There, family and friends now talk about him as "the man who returned from the dead".

Mr Mathebula spends his days sitting in the neat kraal, smoking tobacco, drinking beer and telling the children about life in the city.

His trip home ran into a tragic snag when his government escort died in his sleep on the train.

A bewildered Mr Mathebula, who had never been on a train before, was taken to the police and finally to the Department of Co-operation and Development commissioner in Louis Trichardt.

Cattle

After a 10-day search, government officials found his brother and sister and Mr Mathebula was reunited with his family.

"I am very happy to be here. I will not move again.

"If I get the money then I will buy cattle. I am old," said Mr Mathebula as he took a sip from his beer pot.

Mr Mathebula, who cannot read or write, said he had a wife and two children but had completely lost track of them. It is believed his wife has died.



Reunited . . . but Piet Mathebula says he has nothing to show after 20 years away from his family



Upset . . . Daniel and Doreen Dolan say they have paid their employee **Pictures: JUHAN KUUS**

New deal for domestic workers?

(594) C. Herald 28/5/83

DOMESTIC WORKERS, who together with farm workers are the most exploited in the labour field, could have a measure of protection in future.

The Domestic Workers and Employers Project (DWEP), in conjunction with the legal aid services of the University of Cape Town has produced a contract of employment for domestic workers.

It lays down the structure making provision for remuneration, hours of work, sick leave, annual leave, deductions, job description and period of notice, among others. It does not prescribe what these should be.

The domestic worker and her prospective employer would agree on conditions and it would be included in the contract, according to Ms Dolly Mgoqi, a DWEP organiser.

DWEP recommends that the minimum wage for a sleep-in domestic worker should be R110 a month. For those sleeping out, it should also be R110 but transport costs should be added.

MINIMUM

For the casual worker, the fee should be R10 a day.

"We recommend R10 a day because most casuals work on only one day a week for a particular household and are expected to do everything in that day," said Ms Mgoqi.

COMPLAINTS

She said DWEP and the UCT legal aid clinics had received so many complaints from domestic workers that they felt a very strong need for the compilation of a contract of employment.

Grievances were mostly about wages, unfair dismissals or employers not adhering to the original job description.

"Often we find that when a domestic worker starts off with a particular employer she is expected to do a number of things. But after a while she is required to do far more. This is unfair as workers are paid to do a certain task and if more duties are added, the pay should also rise. This never happens," said Ms Mgoqi.

... would be consulted before reform."

How to lose money on a beachfront property deal

By CLIFF FOSTER

IN a burgeoning property market it's still possible to make a loss — even without trying.

Of course, with the luxury homes making the big profits, the more modest places must offer a correspondingly smaller slice of the cake.

And if your "desirable freehold" measures three metres by 2,65 metres floor space — even on the beachfront — it's possible you can end up paying in. Which is what happened this week.

Such a residence is just a place to hang your hat, nothing more. Two hats would make it cluttered.

The small back room in question stood at the S-bend in Humewood, a large property which had been divided and sold under sectional title as eight units — three flats, three garages, one store . . . and the small back room.

This unit was recently offered for sale as a servant's quarters. It was bought by a man in Walmer for that purpose, and a servant was installed.

But occupants of the flats created a fuss, and the East Cape Administration Board — responsible for issuing a permit for the servant to sleep in the room — condemned it as being too small and poorly appointed for human habitation. (It had poor ventilation, and also had no water or electricity.)

So the buyer was given his money back and auctioneers were authorised to offer the room for sale again.

This time it was sold as a storeroom, and changed hands "for a nominal fee" — believed to be in the region of R100.

But, all told, costs have totalled about 10 times this amount. The seller must bear the advertising costs (about R300) as well as the auctioneering fees.

And the buyer must pay the transfer costs of around R350.

Even so, you couldn't call it money down the drain. Because there wasn't one.

Girls collect snar



JEANNE TAAL, 12, FIONA PATTERSON, 12, KATE JENSEN 12, giate Girls School, with some of the animal bones and noose Swartkops "Valley of Death".

Weather

FORECAST for the coastal belt from Plettenberg Bay to Port Alfred for the period endmg 6pm tomorrow:

CONDITIONS: Fine and mild, becoming partly cloudy tomorrow but cloudy in the evening with occasional rain

WIND: Moderate north-easterly, becoming fresh south-westerly tomorrow.

EXPECTED TEMPERATURES

Maximum	20C
Minimum	9C

TODAY'S CONDITIONS (4pm)

Sea Temperature	16C
Temperature	22,8C
Pressure	1 016,8mbar
Humidity	45%
Wind	Calm

THE TIDES

High Water	
Today	9.47am 11.03pm
Tomorrow	11.26am
Low Water	
Today	3.45am 4.07pm
Tomorrow	5.24am 5.45pm

PORT ALFRED TO PORT EDWARD: Fine and mild to warm tomorrow morning, becoming partly cloudy and cooler in the afternoon.

CAPE MIDLANDS, CISKEI, TRANSKEI AND BORDER: Fine and mild to warm tomorrow south of the Winterberg and over Transkei, becoming partly cloudy and cool

Phone the police if you see this man

DO you recognise this man?

Don't try to stop him if you should see him.

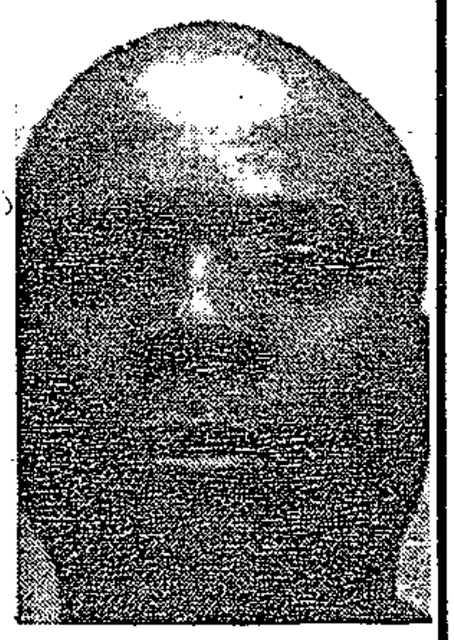
He is considered highly dangerous.

The Port Elizabeth murder and robbery squad would like to question him about the bank robbery in the city on Thursday, May 26.

He is believed to be armed.

He is DAVID MCEBI, aged between 32 and 35.

He is shortish and well built, with an old scar running from the corner of his left nostril to the



left corner of his mouth.

The investigating officer is Sergeant Piet Joubert at ☎ 0422-25647 (home) or ☎ 0461-27751 office hours.

Workers thron to register for new urban stat

Weekend Post Correspondent

JOHANNESBURG — Migrant workers have thr... East and West Rand Administration Boards office... the past few days applying for urban resident stat...

The rush follows the landmark Appeal Court ... that gave migrant worker Mr Tom Rikhoto pe... residence in Germiston.

Mr John Knoetze, chairman of the West Rand A... tration Board, confirmed that the board had ... applications at all of its offices.

"We are studying the implications of the App... judgement and will make it work," he said.

The numbers of applicants was "no problem".

The East Rand Administration Board's Chief E... Mr F Marx, said the issue was a delicate one and t... was still examining its implications.

The Western Cape Administration Board will a... plement the Appeal Court judgment.

The liaison officer of the WCAB, Mr G T du Pr... yesterday that about 914 applications for Section ... rights — which qualify contract workers who have ... in a particular urban area for more than 10 years ... been received. It is believed that in the Western C... more than 10 000 people could qualify

Domestics liable to lose State pension

294

S. TIMES 19/6/83

PRIVATE FUND COULD RULE THEM OUT, EVEN IF IT PAYS LESS

By Shaun Harris

BLACK domestic workers run the risk of losing their State pensions if they belong to a private pension fund or retirement plan, even if the private scheme pays them less than the State pension — currently R49 a month.

The Black Sash has issued a statement warning the public that black members of private pension schemes can be disqualified from drawing a State pension if their income is more than R29,50 a month.

This means, according to the Black Sash, that, if a member of a private scheme is drawing more than R29,50 a month but less than the State pension rate of R49 a month, the member is in a worse-off position than he would be if he did not belong to a private scheme at all.

The Black Sash points out that, while its warning is not intended as a criticism of private companies and organisations which run pension funds, it is concerned about "contributors who, by reason of the age at which they join or the amount they contribute, would, on retirement, receive less than the present State pension of R49 a month".

"A black person whose income is more than R29,50 a month is completely disqualified from receiving any pension from the State because this sum is the cut-off point in the present means test," the statement said.

The statement appeals to employers who have bought or intend buying schemes for their domestic servants to check carefully the implications of the scheme, because "in some instances the only beneficiary is the company selling the scheme".

■ ■ ■

In Durban the supervisor of the Black Sash advice office, Jillian Nicholson, said it was "amiss that some companies had not made themselves familiar with Government policy".

Companies which run private schemes have responded, however, by saying that the information they had received regarding State pensions was incorrect, and pointed out that their schemes offered benefits not included in State pensions.

According to Carol Ditz, who runs the domestic pension fund in Durban, members of the fund were covered for death and disability even before retirement age.

"We are aware that many old-age pensions are inadequate because pension provision has not commenced until relatively close to retirement.

"If the resulting pension is small, then we believe this is not a criticism of pension schemes but due to the fact that the provision for old age has not commenced early enough," she said.

Taking into account increases in State pensions, it was difficult to determine whether members of the domestic pension fund ran the risk of losing State pensions.

"Because it is difficult to determine a member's future circumstances, we feel it is not our duty to warn them about the possibility of losing State pensions. However, if they do ask about State pensions we will than tell them of the risk," she said.

■ ■ ■

Brian Short, general manager of the Natal Building Society, which runs a domestic workers retirement plan, said the possibility of contributors losing out on State pensions had been investigated before the NBS launched its scheme.

"According to our research, a member's State pension would not be affected. It seems now that our information was not entirely correct, and we will be looking into the matter.

"As far as we are concerned our scheme still stands. We will inform contributors who may be affected of the risk of losing State pensions."

Mr Short said he supported the Black Sash warning, and considered the State means test of R29,50 to be the pitfall which might prevent some domestic workers from receiving State pensions.

East Rand workers are granted city residence rights

Mercury Correspondent

JOHANNESBURG—Migrant workers yesterday began receiving their city rights from the East Rand Administration Board in the wake of the historic Rikhoto judgment, as employer pressure on the authorities to implement the judgment grew.

While many migrants at ERAB labour offices received rights, other boards are still not enforcing the judgment.

The president of the Federated Chamber of Industries, Mr Rod Ironside, said yesterday industry would like the Government to implement the judgment.

And in both the Transvaal and the Western Cape, many employers, including major companies, began pressing administration boards to implement it.

Western Cape trade unions were planning joint action to ensure that the Government did not override the judgment, and the 100 000-member Council of Unions of South Africa warned that it would act if the Government did this.

Groups helping migrant workers to claim their rights said yesterday that many workers had succeeded in obtaining them from ERAB offices.

The president of the Black Sash, Mrs Sheena Duncan, welcomed the ERAB decision and added: 'It is a great pity that other boards are not acting in the same law-abiding fashion.'

None has applied in Durban

Mercury Reporter

DOMESTIC servants and hostel residents can now apply to live permanently in the city if they have worked for one employer for 10 years or several in the same area for 15 years.

But, according to Mr Sandile Ngcobo, a Legal Aid attorney, no migrant workers in Durban have been to their offices or to the Port Natal Administration Board to apply since the Appeal Court decision on Section 10 of the Black Urban Areas Act was made in Bloemfontein on Monday, allowing employees of 10 or 15 years a permanent city life.

'I don't think those who are entitled to this right know about it because the media have not been giving it the attention it deserves,' said Mr Ngcobo yesterday.

He said two applications were made last year but had been held in abeyance pending an Appellate Division decision.

Since the Court upheld the right of a Germiston migrant worker, Mr Mehlolo Tom Rikhoto, who had worked for one employer over a period of 10 years without a break except when he was granted paid leave, migrants in the Transvaal and Cape have been flocking to their boards to claim their rights.

tion Act, 1945 and regulations promulgated in Government Notice R1894 dated 20 November 1964.

(2) These laws and the regulations apply equally to all municipalities in the Western Cape.

(a) and (b) Fall away.

Domestic servants

*6. Mr. K. M. ANDREW asked the Minister of Co-operation and Development:

(1) Whether the Western Cape Administration Board is involved in applying the provisons of laws or regulations relating to the (a) employment and (b) accomodation of Black domestic servants in the White municipalities of the Western Cape; if so,

(2) whether the provisions applicable in the Parow municipal area differ from those currently applicable in the Cape Town municipal area; if so, (a) why, (b) what are the differences, (c) since what date or dates have these differences applied, (d) how many persons have (i) successfully and (ii) unsuccessfully applied for permission for (aa) employment and (bb) accommodation in the Parow municipal area and (e) what is the role of the Western Cape Administration Board in processing these applications?

The DEPUTY MINISTER OF CO-OPERATION:

(1) (a) Yes, in terms of section 11(1)(e)(aa) of the Black Affairs Administration Act, 1971, read with the Blacks (Urban Areas) Consolidation Act, 1945 and the Black Labour Act, 1964 and regulations framed thereunder.

(b) Yes, section 9 of the Blacks (Urban Areas) Consolidation Act, 1945 and the regulations promulgated in Government Notice R1894 dated 20 November 1964.

(2) No, (a) (b) and (c) Fall away.

(d) (i), (ii)(aa) and (bb) This information is not available in respect of each municipal area.

(e) The roll of the Administration Board in the processing of applications for licences to accomodate Black in White municipal areas is prescribed by section 9 of Act 25 of 1945 and also by the provisions of the regulations as promulgated in Government Notice R1894 of 20 November 1964.

The issue of such licences is furthermore subject to the requirements of the respective local authorities' health regulations. Due regard is thus taken when applications are decided upon.

Domestic servants

*6. Mr. K. M. ANDREW asked the Minister of Co-operation and Development:

(1) Whether his Department administers any laws or regulations relating to the (a) employment and (b) accommodation of Black domestic servants in White municipalities in the Western Cape; if so, what are the provisions of these laws or regulations;

(2) whether these provisions apply equally to all such municipalities; if not, (a) what are the differences and (b) to which municipalities do they apply?

†The DEPUTY MINISTER OF CO-OPERATION:

(1) Yes.

(a) Through the Administration Board in terms of the Black Affairs Administration Act, 1971, Blacks (Urban Areas) Consolidation Act, 1945 and the Black Labour Act, 1964 and the regulations framed thereunder.

(b) Through the Administration Board in terms of section 9 of the Blacks (Urban Areas) Consolida-

Ammunition explodes in hostel blaze

PRETORIA—Four-hundred rounds of .45 ammunition exploded in a local youth hostel room which was completely destroyed in a fire yesterday.

A cleaner at the hostel, in Vermeulen Street, Mrs Beauty Nkosi, collapsed from inhaling smoke and had to be dragged out of a corridor outside the room.

Mr Pieter Wiid, 23, a computer programmer, who lived in the room, said the 400 rounds of reloaded ammunition were in his built-in cupboard.

Miss Elzabe Gibson arrived at the youth hostel from town and noticed flames and smoke bellowing from the fifth floor window of Mr Wiid's room.

She called a man watering the gardens of the hostel and he in turn alerted the Fire Department.

One of the men living in the hostel, Mr Neels Steyn, clutching a fire hose, edged along a narrow ledge outside the room and tried to get the fire under control until the Fire Department arrived.

Firemen using oxygen masks brought the fire under control quickly.

All Mr Wiid's clothing, some electronic equipment and bed were destroyed.

Mr Wiid said he thought the fire might have started from a fan heater he had in the room. — (Sapa)

APARTHEID BUREAUCRAC

How to break the news to Joyce?

21/6/83 (294)

Staff Reporter CASSIE du PLESSIS tells of woman's enforced unemployment.

ONE more productive wage-earner has joined the ranks of the Eastern Cape's estimated 55 000 unemployed blacks — and, almost inevitably, she's a victim of South Africa's apartheid laws.

One thing's for sure. It was no fault of mine.

The trouble began when I was asked to accept a transfer from the Port Elizabeth Bureau of The Argus to Cape Town. No problem for me and my family. But when I tried to arrange to bring along another member of the family unit — our efficient and likable domestic worker, Joyce — it was uphill all the way. At least 10 interminable trunk calls, mind-boggling arguments and bureaucratic buck-passing ended in a "NO" as immovable as the buffer at the end of a railway line.

My first approach is to the East Cape Administration Board Labour Bureau. They say I must speak to the Western Cape Administration Board Labour Bureau.

Against it

The Western Cape Administration Board say "No". The municipality for the Tygerberg area to which I am moving is against this sort of thing. Joyce is black and the Western Cape is a prescribed area for coloured people.

"However, speak to Mr S at our Labour Bureau," they advise.

Mr S eventually says OK; Joyce can stay with us for a month in Cape Town — provisionally — while I attempt to get approval from the local authority that her quarters are fine, etcetera.

I must also get a letter from the East Cape Administration Board stating that she "qualifies" to work in that area, that they are prepared to take her back if she loses her job and that she is registered as an employee with me.

What does "qualify" mean?

Stamp needed

The man at ECAB explains that this means she has to have a stamp in the front of her reference book saying that she qualifies to work in the ECAB area... in other words a guarantee that she was born in the Eastern Cape and not a homeland.

I phone the next day with the reference book number.

"Is there a stamp in Section A of the book saying that she qualifies under article, such and such and such...?"

There is not. The official says all we can do is send Joyce to her place of birth, Adelaide, to get the necessary stamp.

But can't it be done quicker?



Before consideration could be given to her employer's application to bring Joyce with his family from Port Elizabeth to Cape Town she was told she had to to have her reference book stamped in Adelaide, where she would probably have had to wait patiently outside a Government office as these domestic servants are waiting for the documentation they need.

Only rural

Yes, if the Adelaide Administration Board sends a telegram stating that she qualifies.

A phone call to the Adelaide Administration Board discloses that her birth was not recorded there, but they advise me to phone the Administration Board Office in Fort Beaufort.

There I am told Joyce qualifies to work in a rural area only... like the one where she was born... I must tell ECAB's Port Elizabeth Office that.

Back to them... and I am told that I need a contract drawn up with the Commissioner or Magistrate in Adelaide. Joyce will have to travel to Adelaide for that.

As there is little time, I ask if it cannot be done in Port Elizabeth.

Not far

"Yes," is the reply. If Mr B at the Manpower Department office is prepared to do it.

Mr B says: "No, she has to travel to Adelaide. Why doesn't she do it over a weekend if it is difficult in the week? It's not far... just the other side of Grahamstown."

I point out that it is improbable that a magistrate or commissioner will be available during a weekend.

"Sorry, but I did not make the law... if I had it would have been different."

Later, Mr B assures me that there will be "no problem" about getting Joyce a contract.

But, just in case the Western Cape Administration Board does not accept such contracts, I telephone.

And... I should have guessed: "This is not allowed under any circumstances."

This is not even half the story, but space in a newspaper is limited and valuable.

Small consolation

Obviously Joyce did not have her reference book stamped in Adelaide in the first place because she feared she would not be able to look for work in Port Elizabeth.

When she arrived in Port Elizabeth, she walked the streets for two months before I employed her on a temporary basis. Later the position became a permanent one.

I have not yet broken the news to Joyce — or to my children, who are very fond of her. About all I could do was save her an unnecessary trip to "the other side of Grahamstown."

And that's small consolation for an efficient and conscientious worker who has suddenly been stripped of her livelihood.

Major decision on 'idle' blacks

MARITZBURG. — A landmark ruling that will affect thousands of urban blacks was handed down in the Supreme Court here this week

A Full Bench of the Natal Provincial Division ruled that the legal definition of the term "idle and undesirable", as applied for 60 years since the Urban Areas Act was passed, was incorrect.

Mr Justice D L L Shearer, Mr Justice J M Didcott and Mr Justice D B Friedman also called on the government to scrap the section of the Act which empowers commissioners to banish people to prison farms for up to two years.

Section 10 rights

Another consequence of being found "idle" is that the accused automatically loses his or her Section 10 rights, which entitle black people to live and work in urban areas.

The judges' ruling has overturned four previous Supreme Court decisions.

The judgment arose from the case of a part-time domestic worker, Ms Beauty Duma, who was declared "idle and undesirable" by a commissioner and sentenced to a term on a prison farm.

Set aside

Following argument by Mr Chris Nicholson of the Legal Resources Centre, the three judges set aside the declaration of Ms Duma as an idle person and her prison farm term.

They ruled that the commissioners involved in previous cases had applied incorrect criteria to decide whether the person was idle. The commissioners should have used the ordinary dictionary meaning of the word idle — not the highly technical definition they had been using, the judges said.

Mr Justice Friedman described the legislation as "undesirable".

Mr Justice Didcott commented: "A number of judgments delivered by the Supreme Court have called Section 29 drastic. That seems the least that can be said of it. No counterpart, nothing at all similar can be found in any system of jurisprudence with which we would like ours to be compared."

Under Section 29 of the Urban Areas Act there are technical definitions of the terms "idle and undesirable".

Ruling hailed

Mr Peter Gastrow of the Progressive Federal Party's justice group hailed the ruling as a landmark and said it meant black urban residents would have a more secure hold on their Section 10 rights.

Mr Chris Nicholson of the Legal Resources Centre said in Durban last year that more than 5 000 people had been investigated for being "idle and undesirable".

Durban Black Sash Advice Office supervisor, Mrs Jillian Nicholson, said much would depend on the decision being generally known by those implementing the Act and those likely to be charged under it. — Sapa

35 kisses a night at camp

Staff Reporter

EIGHTEEN teenagers are having a tough initiation into "motherhood" after giving up a week of their holiday to brush hair, make beds and give about 35 goodnight kisses before their day's work is done.

The girls, who are on holiday from school or university, are spending this week as "camp mothers" at the Cape Times Fresh Air Camp at Froggy Pond.

Their day starts early — they must wake before the children — who then have to be washed, dressed, helped with tidying their bungalow, and, hustled through to breakfast.

Each of them is directly responsible for six or seven girls aged between six and nine. This demands constant vigilance and the girls have two hours off a day, when other workers look after their group.

Why should 18 young women choose to be "maternal drudges" in their vacation?

"We all love children," they said."

They agreed the experience also forced them to re-examine their own situations and home lives.

They feel rewarded by the reactions of the children, who cluster around them, draw them pictures and bring them small treasures from the beach. Many workers attend camps regularly.



Leonore C
holiday to
Dian

HENSHILWOODS
Established 1894
STORM OF A SALE
IF THE RAIN KEPT YOU AT HOME ON MONDAY — DON'T WORRY — WE STILL HAVE MASSES OF BARGAINS!
NOW ONE!
DUVET COVER SETS
with pillowcases
From R16,95 set
Drip Dry
WHITE SHEETS
From R19,55 pair
Fitted
BOTTOM SHEETS
From 91 cm
R9,55 each
Acrylic
BABY BLANKETS
90 x 125 cm
R7,95 each
PILLOWCASES
price

WHOLESALE MEAT
TO THE PUBLIC!
Topside, Silverside and Tenderised Steak per kg R3,29
1st Grade Hindquarter per kg R2,39
Prime Hindquarter per kg R2,49

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80-year-old still works hard for 6 days a week

E. Post 9/7/83

By LINDA GALLOWAY

IF you called in at Mrs Nancy Mke's smart little home in New Brighton you might easily be tempted to think Port Elizabeth's domestic workers have got nothing to complain about.

In the corner stands the colour TV set, on the opposite wall a gleaming fridge. By her bedside, a telephone.

But if you look at Mrs Mke you will know how they got to be there.

Mrs Mke is 80 years old and she never stops working.

"If I stopped working I think I would die," she says.

For five days a week and on Sundays she is out charring around the white suburbs.

Two of the homes where she works are in Newton Park. But she only takes a bus to Harrower Road and then she walks the rest of the way — uphill — because her money doesn't run to a second bus ticket.

Another home is in Mount Croix. This time she walks from Main Street, North End.

Other homes are in Walmer, and here she has to take buses all the way.

Mrs Mke is somebody who has made the very best she can out of situations in which she has found herself.

She was born in Kei Road in 1903, and lived on the farm *Thornlyn*, which belonged to a Scottish family, the Kilfoil's, with her two brothers and sister.

She learnt to speak English from the two children she looked after, and somewhere along the way she learnt to speak Afrikaans as well.

"I got all my education from them," she said.

"In those days there was no education for blacks, and no motor cars. It used to take us two days to get to East London by horse and wagon.



MRS NANCY MKE, 80, of New Brighton, who puts in a full day's work and then goes home to do her own housework.

"Fridays and Saturdays in Kei Road were great social occasions. There was always a dance on a Friday night and tennis the whole day on Saturday. We came in by wagon, and I slept with the children.

In 1918, at the age of 15, she was sold to her husband, Mr Willy Mke, for eight head of cattle and a horse with a saddle, which in those days was a lot of lobola.

Was she happy?

"In those days you didn't think about that. You just accepted what came and got on with things.

"My husband was a farm worker, but he was sick and couldn't work there anymore, so we came to Port Elizabeth and he worked at the harbour," said Mrs Mke.

"My first job was working for a firm of funeral undertakers in Uitenhage Road, where I stayed for two years, before I started working for a family in Walmer — whom I still work for, after 40 years.

"I do work slower now than I used to, but I can still do a full day's work," she said.

Mrs Mke has seven children, of which only two live at home, with their families, which brings to seven the number of people she supports in her home, not including the two dogs. Jasper and Dog, and a cat called Pussy.

Two months ago her home was burgled, and every scrap of food was removed from the fridge, and clothing and other valuables from her bedroom.

"They even took the cat's food out of the fridge," she said.

"So I've put burglar bars on the windows."

Mrs Mke is very actively involved in the Church of Christ, where she is superintendent of the ladies' club, which involves looking after all the visitors to the church and visiting sick members of the congregation.

"I go and see them at night, and do their washing and mending, and sometimes cook for them as well."

Services are on Saturdays, and so Saturday is the only day of the week that she doesn't work.

"I work for a family on Sundays as well," she said, "so I'm hardly ever at home."

But when she is at home she still finds time to do her own housework.

"I love my work, and I will not stop until I cannot move any more. I'm happiest when I am at work," she said.

Mrs Mke's memories of the "old days" are a little hazy, but at 80 she is still very active and articulate, with a mind as sharp as a knife.

Is R100 wage enough for domestic?

6 days a week

By LINDA GALLOWAY

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Mrs Mke's memories of the "old days" are a little hazy, but at 80 she is still very active and articulate, with a mind as sharp as a knife.

Is R100 wage enough for domestic?

AN advertisement this week in the smalls column of a Port Elizabeth newspaper may have caught the eyes of many job-seekers:

R100 per month awaits thoroughly experienced, efficient, energetic, sleep-in cook/general with contactable references, it read.

The fact that the cash was dangled at the front of the add like a lure suggested it could be regarded as rich pickings by the applicants. Maybe it could.

What sort of money is being paid to domestic workers in the city these days? Would a thoroughly experienced, efficient, energetic cook/general be able to get by on R100 a month and help bring up a family — and if so, how?

Weekend Post spoke to Mrs Pat Maqina, founder/secretary of the Domestic Workers Association of South Africa (Dwasa).

"Even if she is a sleep-in cook, she will still have to go home, so R100 a month is less than the minimum wage Dwasa has laid down for domestic workers, unless bus fare is not included," she said.

"We do not believe that a domestic can live on less than R110 a month. She does a very skilled job and should be paid accordingly.

"But even so, some are paid as little as R30 to do a full-time job.

"Dwasa has a domestic workers' contract which can be entered into by employers and domestics, which lays down maximum working hours and wages and also defines the duties of a domestic. Not many employers know about this service, which is beneficial to both parties," she said.

Domestic pensions scheme closes

By RICH MKHONDO

THE Old Mutual Group Pension Plan for domestic workers will be discontinued from October 1 because of lack of support from the public.

An Old Mutual spokesman said the plan was not popular. In its five years of existence, it had attracted only 200 members.

Mr T J Pritchard, the organisation's pension services manager, said yesterday that to make the scheme viable, administrative charges would be needed and this would be too costly for the company.

"This would mean that such a small net contribution of R5 to R10 a month would be available for investment to provide the eventual benefit, and we do not believe this to be in the long interests of the members," he said.

The assistant general manager of Old Mutual, Mr R Munroe, said when they started the scheme five years ago, nobody "in the market place" was offering it.

"Now building societies with more than 1 000 branches offer better value than we do," he said.

Mr Munroe said the Old Mutural had decided to give members their money back and suggest to them that they approach building societies if they wished to continue with such pension schemes.

Asked how much pensioners would get if a transferred scheme was a success, Mr Munroe said it would depend on how much was paid a month.

"Obviously with such a small contribution, the pension would also be very little."

The president of Black Sash, Mrs Sheena Duncan, said they were aware of such schemes.

She said that for a pension scheme to be worthwhile, it must pay more than the state pension — which is at present R49 a month.

An employer — who declined to be identified — of a domestic worker said yesterday that the Old Mutual's "moral stance in the matter leaves a great deal to be desired.

" I simply do not understand how they can justify starting a scheme and then arbitrarily drop it".

Act will protect maid at work

E. Post 16/7/83

By GARTH KING

INJURIES sustained by your maid or gardener — which are proved to be the result of your negligence — could result in criminal prosecution when the new Machinery and Occupational Safety Act is enforced later this year.

In practical terms, it means employers of domestic help will, for example, have to provide protective footwear for a gardener using an electric lawn mower, ensure the maid has an adequate step ladder when cleaning those high windows and is completely familiar with the use of potentially dangerous devices like washing machines and dishwashers.

Employers will also be legally bound to ensure that such machinery is safe to use and in good working order.

A gardener, for example, could lay a charge under the Act if his employer refuses to provide adequate footwear when he uses the electric lawnmower.

A spokesman for the regional office of the Department of Manpower said the new Act made provision for a range of penalties from a fine not exceeding R1 000 or six months, or both, to a R4 000 fine, or four years imprisonment, or both.

The spokesman said the Act would be put into effect towards the end of the year.

Professor Roux van der Merwe, head of the University of Port Elizabeth's Industrial Relations Department, said this week the Act was designed to protect all employees.

In addition, the Act made provision for the protection of pupils, prisoners and even hospital patients.

A school, for example, could be prosecuted under the Act if a pupil was injured in the science laboratory while experimenting with faulty equipment.

Prof Van der Merwe said yesterday the Act would be difficult to police in the domestic workplace, but he believed organisations such as Dwasa (Domestic Workers Association of South Africa) and the media would spread word of the new Act and encourage domestics to be their own factory inspectors.

"Obviously you'll only get a 'domestic household' prosecution if a charge is laid," he said.

Prof Van der Merwe added that once an employer was successfully prosecuted under the Act and a servant had been, for example, permanently disabled, he or she would be free to institute a civil case against the employer claiming compensation.

"Compensation for the injured party will then be virtually automatic," he said.

Prof Van der Merwe said he considered the new legislation "a very necessary improvement" to existing legislation.

Women's World

Review of wages sets minimum levels for domestic workers

22/7/83
294
E. Post

By YVONNE STEYNBERG
Woman's Editor

WHILE some housewives have realised that their domestic workers are as much affected by inflation as they are, many others do not, and still expect house help at the salaries paid about 20 years ago.

There are also some who do not want to realise that their helpers also have a family and a private life, and expect them to work impossibly long hours.

In the latest issue of the Consumers' Watchdog a review of wages suggested for domestic help is given.

In the Pretoria area the suggested minimum wages for 1983, which are 15% up on the 1982 figures, have been endorsed by the same organisations which drew up and distributed a contract for domestic employment incorporating minimum wage suggestions in 1982.

Organisations involved are the Citizens' Advice Bureau (Pretoria), the Information Office for Black People (Pretoria), the SA Vrouefederasie, the Lynnwood Ridge Advice Centre (NG Kerk and Baptist) the National Council of Women of South Africa (Pretoria Branch), the National Council of African Women (Pretoria Region) and the Union of Jewish Women.

The suggested minimum wages for domestic workers in the different categories for 1983 are:

For full-time living-in domestic workers:

Relatively unskilled — R98,90 a month.

With special skills — R122,55 a month.

Full-time living-out domestic workers:

Relatively unskilled — R115,00 a month.

With special skills — R127,10 a month.

(These wages for an eight-hour working day and 44-hour working week, plus transport expenses, breakfast and a nourishing midday meal, and working clothes).

There are, however, many women in the Port Elizabeth area who are already paying more than these suggested wages, which seem low.

On the other hand, there have been advertisements stating a salary of R100 a month for a full-time sleep-in maid and cook-general.

Is that supposed to be good pay?

The suggestions for a daily casual worker were:

R8,34 a day or R1,80 an hour, plus transport and two meals.

Gardener employed on daily basis (or domestic):

R9,80 a day plus transport and two meals.

Overtime and baby-sitting: Negotiable but paid.

The organisations which suggest these as minimum wages recommended that employers who cannot afford these wages should employ servants on an hourly or daily basis.

Are the suggested minimum wages a bit on the steep side? On the contrary.

Independent research by the Institute of Planning Research at the University of Port Elizabeth suggests that the figures might be too low in view of living costs.

A survey in Pretoria showed that in September, 1982, a black family of six needed R371,91 a month to effectively maintain a level of health and decency in the short term.

The actual household subsistence level (HSL), which includes the cost of an adequate low-cost balanced diet, clothing, fuel, lighting, cleansing materials, transportation for a breadwinner to work and back, and housing, was established at R274,94.

In Port Elizabeth the HSL for 1982 has been given as a minimum of R250 for blacks, and R254 for coloureds.

As an income, the HSL is not adequate because "in practice, out of a total income equivalent to that budget, one third will be diverted away from the specified items to other immediate essentials".

A household effective level (HEL) has therefore been established as that income which would provide enough for HSL requirements after one-third had been allocated to other items like medical expenses, school fees and school books.

It is therefore 150% of the HSL.

Pretoria's HEL of R371,91 compares with figures of R407,57 for Johannesburg, R368,82 for Durban, R385,91 for Cape Town and R375,74 for Port Elizabeth.

The implication for Pretoria is that, in a family with two breadwinners, the average income per breadwinner would have to be R185,95 to ensure a minimum standard of short-term health and decent living.

In view of this, the suggested minimum wages for domestic servants in Pretoria are certainly low.



Mr and Mrs NEIL AL... NG Kerk Hoogland, ... abeth. The bride was daughter of Mrs B... of Port Elizabeth, ... son of Mr D Alport of C... Photo...

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Arts and Entertainment



Jo-Ann heads for PE

By BOB EVELEIGH

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BALLET

look forward to seeing her in the future with the main Capab company.

Domestics lose work to pay rent — claim

E. Post 294 9/8/83

SEVERAL employers complained at a recent meeting of the Port Elizabeth branch of the National Council of Women that their domestic workers and gardeners were forced to lose a day's work to pay their rents.

The president, Mrs M Chappel, said it had been decided the NCW would investigate and try to establish whether these complaints were widespread or isolated.

She said there were complaints of long queues at the Port Elizabeth Community Council rent offices and also of closing at 3.30pm.

Mr Renier Scholtz, acting secretary of the Port Elizabeth Community Council, said he had not received any complaints from employers about delays at the rent offices.

He would welcome complaints in writing.

Mr Scholtz said there were long queues at the peak periods the week before the month-end and up until the seventh of the month.

He said rents could be paid at rent offices at Walmer, New Brighton, Kwazakele, Zwide and the single man's hostel.

Mr Scholtz said the offices stopped taking cash after 3.30pm so the cashiers could balance in readiness for banking the next morning.

He said the cashiers were sometimes still trying to balance at 6pm.

Mr Scholtz said employers could post a cheque for their employee's rent to the relevant rent office direct.

They should enclose the rent card, their employee's name, employee's identity number and employee's full address.

The rent card would be posted back to the employer with the receipt.

Domestic workers' pension fund shut

C. Herald 6/8/83

LACK of public support has forced the closure of South Africa's oldest pension scheme for domestic workers.

This raises the question of why so few South African employers are prepared to invest in their domestic workers' old age.

The Old Mutual Group recently announced that its pension plan for domestic workers — pioneered in 1975 — would be discontinued as from October 1.

It had fewer than 200 members — not enough, they felt, to make the scheme viable.

The Domestic Pension Fund, which hit the headlines two years ago when it was launched by television personality Donna Wurzel, now has about 3 000 members.

"When one considers the population of domestic workers in South Africa one realises that even this number is negligible.

"It is a strong indication that the idea of pension schemes for domestic workers has not caught on," said Mr Reg Munro, assistant general manager of pensions for the Old Mutual Group.

He added that earning a living wage and unemployment insurance were more pressing issues for most domestic workers.

"This does not mean I do not believe in the necessity of pension schemes. I believe it is the responsibility of all employers to provide for their domestic workers' old age," Mr Munro said.

The Old Mutual had started its domestic worker's pension scheme because at the time no similar scheme was offered.

Now, said Mr Munro, there were several schemes on the market which could offer better value for money.

Mrs B Meleniclis, a former marketer for a pension scheme, said she found most employers of domestic workers reluctant to make the small monthly investment for a pension fund.

"Some of these housewives would spend R80 on a hair-do. Yet they said they needed their husbands' consent before agreeing to pay R3 a month towards a pension scheme for their domestic workers," she said.

REMINDING

Many employers who did invest in this pension fund needed constant reminding and prodding before they would pay.

Mrs Lulu Lipworth, a consultant for the Domestic Worker's Pension Scheme, said she believed it was largely through ignorance that employers did not enlist their domestic workers in a pension scheme.

The pension offered to blacks by the State, she added, was extremely inadequate.

To qualify, a single person could not have an income of more than R29 a month. He would then be eligible for a pension of R49 a month.

QUALIFIED

According to Mrs Lipworth, only about one percent of the black population qualified for a State pension.

For a minimum of R10 a month the Domestic Pension Fund organised pension schemes to cover death or disability.

If the fund started when the domestic worker was 30 and she retired at 65 she would get a pension of R503 a month, said Mrs Lipworth.

"R10 buys you so little these days — yet that sum can give your employee security in old age," she added.

from Johannesburg, and dinner and Disneyworld, the fabulous new Disney Box 171, East London ... be repeated before the year 2000.



Miss EUNICE WILLEM, (right), with her employer, Mrs MARI LANE, outside the Amsterdamhoek cottage where Eunice was detained last night.

Stepped out, into police cell

By BESSIE BOUWER

DOMESTIC worker Miss Eunice Willem, 26, spent last night in a police cell because she answered a phone.

It is in a public call box about 20 metres from the door of her employer's home in Tippers' Creek Lane, Amsterdamhoek.

It has come to be regarded as the "family phone" since there is no phone in the house.

Last night when Mrs Mari Lane phoned "home" from Bluewater Bay, Eunice stepped outside to answer it — and was picked up by a police patrol.

She says she was put in a crowded cell at Swartkops Police Station, where she stayed until this morning.

Eunice has worked for Mrs Lane for nine years and was baby-sitting when she was detained.

She claims she was not even allowed to lock the door and had to leave three children in the house by themselves.

"I told them the children were alone in the cottage and it was unlocked but one constable who knew my name told me to get into the van," she said.

When Mrs Lane arrived home at 10.15pm, she found the cottage door open and the children asleep.

"I searched all over for Eunice, and when I could not even find her in her room I became quite frantic as she has not let me down in nine years," said Mrs Lane.

At about 7.30am Eunice arrived home "ashen faced and in a state of near hysteria," she said.

A police spokesman said a seldom enforced curfew law forbade blacks to be on the streets after 10pm. The incident is being investigated.

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sherman is crocodile's last bite

ost Correspondent

metre sea crocodile which leapt ede Harbour, near Darwin in the n a fishing boat and sank its teeth er.

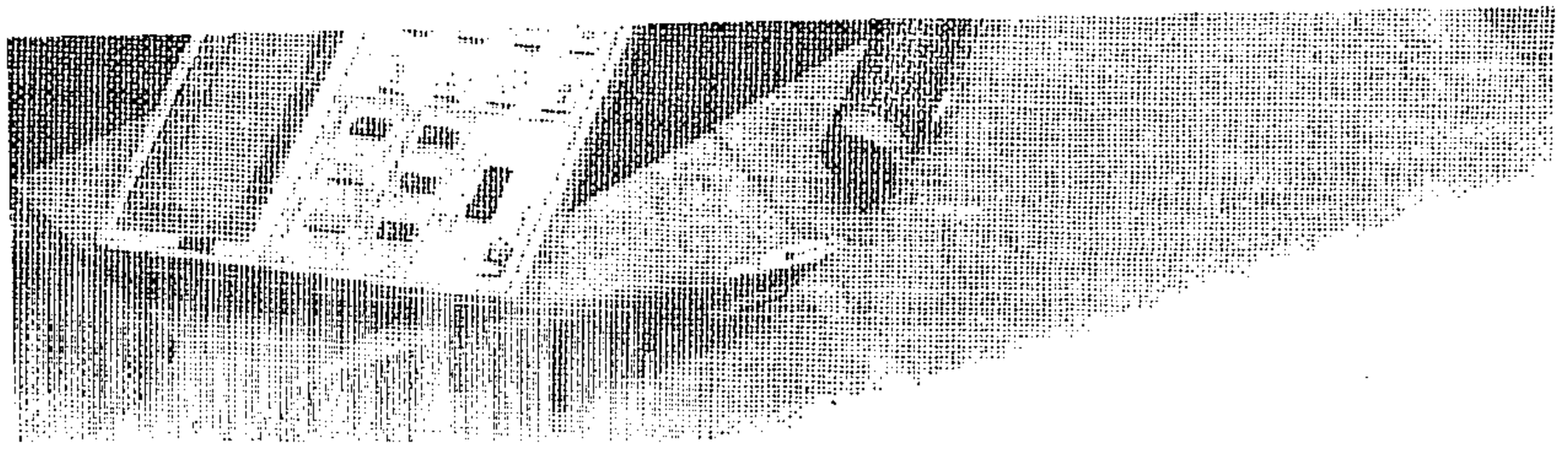
, of the Royal Australian Air e surface near the boat. As the forward, he prudently moved into tre craft.

to safe his life. With extraordinary win leap, landing where Corfoo had been sitting.

"It looked as if he wanted to knock me into the water," said Corfoo. "If I hadn't moved, I would have been a gonner."

The crocodile tore off part of his T-shirt and grabbed him by the arm and back. Then, before the horrified members of the fishing party could take action, it jumped overboard. Corfoo was taken to the Darwin Hospital where he was treated for gashes to his arm and shoulder.

Conservation authorities' attempts to capture the crocodile failed and they shot it with a rifle.



WOMAN

Domestic workers are uniting

Come Sunday. It's a day for the best clothes and the best meals for many young township blacks. But for six-year-old Transkei-born Deborah Silala, Sunday has a special meaning. It's the only day she can see her mother and sometimes her granny.

They are domestic workers in Johannesburg's suburbs. She cannot stay with her mother, 22-year-old Norah. The law forbids it. Norah's employer found her space at the Orlando Home where she spends six days of the week with other homeless and orphaned children.

She may still be too young to understand but one thing is for sure, Sunday is the most blessed day of the week for her.

By SINNAH KUNENE

FOR years, that woman and mother who lives away from her husband and children and sees them only once a year, has led an isolated life. To many, she has only been known as the "woman from the kitchen" and her contributions to the country's economic development have been overlooked.

This is what challenged the South African Council of Churches to start the Domestic Workers Project, a division created by churches to assist the Christian community of domestic workers to develop their own potential and become creative within society.

The project involved a team of professional community workers and white employers who organised tuition in skills such as cooking, sewing, knitting, literacy, counselling, typing and driving.

Churches and church-halls in the suburbs were made available for evening and afternoon classes for domestic workers, who also showed a tremendous response as to date the church counts approximately 60 centres of concern throughout the Reef.

"Our aim is to equip the domestic workers with skills so that they may overcome their feelings of helplessness and hopelessness and rather discover that they too are children of God, created in His own image and likeness and with eternal values and significance," states a newsletter on the project.

The Domestic Workers' Project has since been incorporated with the Domestic Workers' Employment Project (Dwep), an agency which helps solve domestic workers' grievances and advises on influx control laws.

"There has been overwhelming progress since the inception of these centres of concern, and as a result, domestic workers are not eligible for unemployment or pension funds and may not claim workman's compensation should they get injured at work.

"The training scheme at the centres has been a success indeed," says a pioneer domestic, Mrs Caroline Sotlwe, who is ex-chairman of Sadwa. She says there are several workshops and fund-raising functions which are being held at all the labour force," says a community worker for the project.

Domestic workers have now launched a labour union, the South African Domestic Workers Association (Sadwa), which has already filed through a memorandum to the Department of Manpower Utilization for recognition. Unlike other employees in the country, domestic centres to train workers to become leaders and initiate their own projects.

"He who gathered much had nothing over, and he who gathered little had no lack (2 Corinthians 8:14). These words from the Bible have encouraged us, and our Father will always help those who help themselves," says Mrs Sotlwe, who also calls on domestic workers to support Sadwa's projects and "openly proclaim love for your sister in Christ."

NB. Sadwa will be having a fund-raising function at the Immaculata Hall opposite Rosebank Hotel at noon today. The organiser, Ms Eunice Dladla, appeals to all members to support the function as this is in aid of the annual congress which is to be held in Cape Town in September.



Young Deborah with her mother Norah, whom she sees only once a week.



Sadwa calls for equal pay

ALTHOUGH they support the call that the salaries of domestic workers should go up by 15 percent the South African Domestic Workers Association (Sadwa) said this adjustment should only be made after all the salaries of domestic workers had been taken up to the minimum of R120 a month.

The call for a wage increment was made by a group of white woman's organisations. The organisations includes the Suid Afrika Vroue Federasie, the National Council of Women and the Union of Jewish Women. They suggested the following minimum wages for domestic workers:

- Full-time live-in domestic who is relatively unskilled; R98,90 a month, and with special skills, R122,55 a month.
- Full-time live-out domestic who is relatively unskilled R115 a month, and with special skills, R127,10 a month.

By PHIL MTIMKULU

MINIMUM

Ms Margaret Nhlapo, the chairperson of Sadwa, said there were domestic workers who were still earning far below the minimum they had stipulated. "They are workers who are still earning between R40 and R50 a month, particularly in the small towns. Much as we would welcome the salary adjustment by 15 percent we maintain that this should come after all the salaries have been adjusted to our minimum of R120 a month."

The Domestic Workers and Employers Project (Dwep) aligned themselves with the sentiments of Sadwa.

A director of Readi-Maid Services, Mr Mel McDaniel, said they also welcomed the call for the 15 percent increase in the salaries of domestic workers.

Readi-Maid Services has been training domestic workers for the past three years to equip them with skills that will make them command decent salaries and be able to sell their labour to the highest bidder.

Mr McDaniel said he started the service because he was sick and tired of people paying lip service to the idea that domestics needed to be better trained and paid.

This is the first school of its kind, Mr McDaniel said.

(c) ...
able.

294 Hansard 17/8/83

Working conditions of farm/domestic workers: investigation

Q. 61. 1888

37. Dr. A. L. BORAINE asked the Minister of Manpower:

Whether, with reference to his reply to Question No. 20 on 11 February 1983, the investigation by the National Manpower Commission into the working conditions of farm and domestic workers has been completed; if not, (a) why not and (b) when is it anticipated that it will be completed; if so, what were the findings?

†The MINISTER OF MANPOWER:

No.

(a) Further evidence is still being gathered.

(b) During 1984. The rest falls away. X

Official clarifies need for displaying Conditions of Employment Act forms

By CLAIRE PICKARD-CAMBRIDGE

EMPLOYERS of both farm workers and domestic workers in private households who have received forms saying they are legally required to have a copy of the Basic Conditions of Employment Act, 1983, on their premises, do not have to do so.

This was confirmed today by the Divisional Inspector of the Department of Manpower in Port Elizabeth, Mr J C Greyling.

The question arose when a group of domestic employers in Port Elizabeth received forms from an undertaking calling itself South African Regulations, in Excom, urging them to send off payment in exchange for summarised copies of the Act.

Mr Greyling stressed it was only employers in commerce and industry who had to keep these summaries on their premises since the Act came into operation on June 1, according to Government Gazette No 8558 of February 23, 1983.

Any of these employers failing to comply would be contravening Section 21 of the Act and would be liable, on conviction, to a maximum fine of R500 or imprisonment for a maximum period of six months.

Employers were also required to make the summaries available to employees for perusal in the event of such a request.

But farm workers and domestic workers in private households were not defined as "employees" in terms of the Act and their employers did not have to comply with its regulations, Mr Greyling said.

Section 2 of the Act says the following are not regarded as "employees":

- People involved in charitable operations for which they are not entitled to remuneration.
- People employed by the State or any organisation funded by the State.
- Any person employed by a control board under the Marketing Act of 1968.
- Anyone employed by an institution as defined in the Children's Act, 1960, or in the Cultural Institutions Act, 1969.
- Anyone employed by a welfare organisation registered in terms of the National Welfare Act which receives State aid.
- People employed on a vessel at sea in terms of the Merchant Shipping Act of 1951.
- Anyone temporarily employed at any agricultural, horticultural, industrial or similar show.

Murder trial told of dispute over wages

294 RDM 24/8/83

By TONI REYNEKE
Court Reporter

A YOUNG gardener stabbed the daughter of his employer in the back with a large home-made knife when she refused to pay him his weekly wages, the Rand Supreme Court heard yesterday.

Mr Wilfred Sibusiso Sithole, 24, of Empangeni, charged with murdering and robbing Mrs Barbara Brodie, 35, on October 28 last year in Bredell, Kempton Park, said in a statement before court he had not intended killing her.

He pleaded not guilty to charges of murder and robbery with aggravating circumstances, but pleaded guilty to culpable homicide and theft.

Mr Sithole said in the statement he had stabbed and throttled Mrs Brodie because she had refused to pay him, had sworn at him, and had threatened to shoot him.

He said his common-law wife had left him a week before the incident. He had decided on October 28 to ask his employer, Mr John Grainger, for his wages. Mr Grainger was not there, however, and when Mr Sithole asked Mrs Brodie for his money she refused to pay him and threatened to shoot him if he did not leave.

Mr Sithole said he had thrown Mrs Brodie on the ground and throttled her. He had twisted electrical wire around her neck when she screamed.

Mrs Brodie bit her assailant's hand when he put it on her mouth and Mr Sithole kicked her in the stomach. "She fell down. Her eyes were open. I went to the garage and took the knife I had made and returned to the house.

"She pleaded with me not to kill her. I asked her for money again. I pushed her and she fell. I stabbed her once in the back. She was not dead. I did not think she would die."

According to the statement Mr Sithole then took clothes, a portable radio, three dozen beers, and meat and loaded it into Mrs Brodie's car. While he was starting the car with electrical wire, he saw Mrs Brodie run past holding her stomach. Mr Sithole said he ran away when a truck picked her up.

Mr Grainger told Mr Justice Gert Coetzee and two assessors he had engaged Mr Sithole as a gardener about six weeks before the incident.

He testified he had given Mr Sithole R10 on October 28. Mr Sithole had asked him for money the previous evening.

The hearing continues today.

294 (80)(83) Hansard

Flats: Black employees

Q. 601, 2040 2/9/83

*19. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

(1) Whether, with reference to his reply to Question No. 31 on 16 February 1983, he has received any representations concerning the formulae in respect of Black employees in blocks of flats; if so, (a) from whom and (b) what was (i) the nature of and (ii) his response to each of these representations;

(2) whether he intends to effect changes to these formulae; if not, why not; if so, (a) when and (b) what changes?

The DEPUTY MINISTER OF CO-OPERATION:

(1) (a) Various instances.

(b) (i) The requests were that the formulae be revised with a view to accommodating more *bona fide* domestic servants on flat premises.

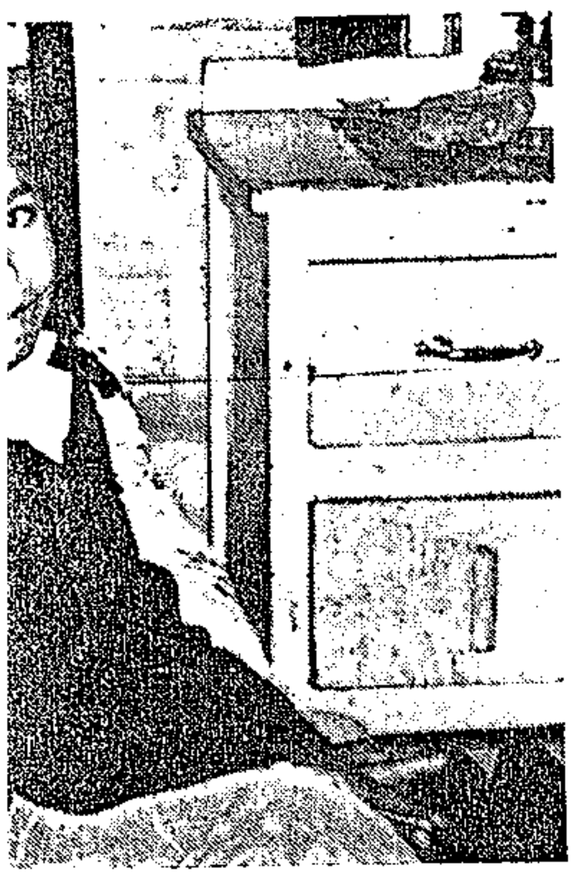
(ii) I instructed that proposals regarding the revision of the formulae be submitted to me by the Department of Co-operation and Development for consideration.

→

(2) (a) and (b) The matter is still under consideration.

Mrs. H. SUZMAN: Mr. Speaker, arising out of the hon. the Deputy Minister's reply, will he tell us when he expects finality in this matter? It has been dragging on now for many months. As he is aware, a number of employers in this free enterprise society are put to great inconvenience by having permits withdrawn and then having to submit applications to the Administration Board, accompanied by medical certificates, to say why they require a domestic to live on the premises.

10/9/83 (294) E. Post



9, who was evicted from his other's employers last year.

Anton no longer happy child

By LINDA GALLOWAY

LITTLE Anton Smith, the coloured boy who was removed from the home of his mother's white employers last year, is not the happy child he used to be.

He is now staying with an elderly couple in Schauderville, Mr and Mrs J Mrs Muller, but his mother, Mrs Caroline Smith, said this week that she was worried about him because he was not doing well at school.

Once he used to be top of the class.

Anton, who was eight years old when the eviction order came, had lived all his life with his mother, in the servant's room of the Sonderup family in Francis Evatt Park, where she has worked for the past 19 years.

He was treated as one of the family, enjoying meals at the family table, help with his homework, TV in the evenings and friendship with neighbouring children.

But a complaint by a neighbour brought an official from the Department of Community Development and a policeman to the house and his mother was told he would have to move.

"For months afterwards he didn't have a fixed place to stay and he used to have nightmares," his mother said.

"Even now he never goes out because he is terrified that the police are still after him."

The story of Anton's eviction was reported in overseas newspapers and Mrs Smith received a letter from a Swedish couple, with R75 enclosed, who had read about his plight and felt they had to do something to help.

From being top of his class last year, Anton failed his Sub B year, and his mother is concerned that he may have a learning problem.

Mrs Anita Sonderup, who picks Anton up every Friday afternoon so that he can spend the weekend with his mother and takes him back to Schauderville on Sunday afternoons, said he had always been an active, happy little boy.

"But I think the whole business got to him," she said.

"He's got a chip on his shoulder and who can blame him? He's not interested in learning anymore and I don't think where he is now is the best environment for him

"He tells me that often his teacher doesn't come to school and he is picking up some bad habits.

Mrs Sonderup said that shortly after Anton had been moved, in June last year, another official from the Department of Community Development visited her home, causing Mrs Smith much uneasiness.

"I found out who was responsible and I phoned him," said Mrs Sonderup.

"His excuse was that he had to go to a meeting in Durban and give a report on the situation.

"I told him that his department should have more important things to worry about than a little coloured boy, and that after all the unnecessary suffering caused by one misguided person, he must never come back to my house again.

"Anton will still spend holidays with us and we are still very much concerned with his progress.

"I hope that after all he's been through that he grows up to be a happy, stable young man."

294

Employment contracts for domestics?

DOMESTIC workers, who are not protected by South Africa's labour laws and who cannot claim unemployment benefits, will soon be offered a measure of job security in the form of employment contracts formulated by their unions.

Some of the issues to be covered by the contract are working hours, leave days, benefits, notice, wages, reasons for leaving the previous employer, bus and train fare expenses, overtime rates, educational standard of employee and many others.

The contracts are presently being finalised, according to Mrs Mary Mkhwanazi, national organiser of the South African Domestic Worker Association (SADWA), and it will not be long before employers will have to sign "Domestic workers' employment contracts" whenever they employ domestic workers.

Mrs Mkhwanazi said she was also planning to meet the authorities to discuss some of the issues of the proposed contract document.

SADWA has two different drafts of the planned contract. One was prepared recently by the Lawyers for Human Rights group and the other was issued by the Domestic Workers Employers' Project.

SADWA officials said they would appreciate advice from the public.

The contracts will be very significant for domestic workers not only in terms of the protection offered, but also because of the bearing it will have on a current Manpower Commission invesigation.

Last year, after the lack of legislative protection of domestic and farm workers was highlighted, the Minister of Manpower, Mr Fanie Botha, ordered the Manpower Commission to investigate how best these workers could be protected.

The commission's report is awaited shortly.

Farm and domestic workers are the only sections of the South African workforce not covered in the labour laws and it is generally expected that the commission will recommend their inclusion.

The contracts could largely determine how domestic workers are included.

A widow in need of work

Cape Times 26/10/83

LIFE UNDER APARTHEID (1): The first of a series which highlight the effects of the system on the lives of ordinary people

MISS ELSIE SONJICA comes from Cofimvaba in the Transkei. Her husband Wellington was a contract worker with a construction company in Cape Town for many years and although life was not easy, they managed and the children grew up and started to go to school.

Mrs Sonjica came to Cape town a few times to visit Wellington, staying with her cousin in Guguletu and meeting her friends.

Tragedy hit the family in 1974 when Wellington was killed in a car crash. Fortunately for the Sonjica children, Elsie is a strong person and she pulled herself together and headed for Cape Town, the only place she could think of where one knew a few people and could possibly find a job. She was lucky in that her mother in Cofimvaba could look after the children.

Through her cousin she found a job as a living-in domestic worker. Gradually she learnt to speak English and being a strong, intelligent woman she was soon indispensible to Mrs Brown.

Every month Elsie sent money home for the children, but her heart ached as she picked up and tidied after the Brown children. Once a year she went home for three weeks to see her own kids, taking new clothes (she had to guess how much they would have grown since last she had seen them).

Elsie's day off when she visited her cousin in Guguletu was always an anxious time because she did not have a pass and the inspectors often waited at the bus stop to stop people and demand to see their passes. Only once in 1981 was she caught, and suffering the indignity of being bundled into the van, driven around until the van was full, and then to the Commissioner's Court where she was fined R70.

Mrs Brown, who paid the R70, was horrified and only then realized that Elsie needed a permit to stay in Cape Town to work and support her family. They went to the Administration Board at Langa.

In January this year the Brown family was transferred out of Cape Town. Elsie was horrified — what was she to do? Her youngest son still at school and she needs to work. Fortunately Mrs Brown has a friend who is very pleased to inherit Elsie who has been such a reliable worker for the last nine years.

They go to Langa to the Administration Board offices to fix up Elsie's pass. They are met with a nasty shock. Before they can stop him, the official has stamped the book with "to report to employment officer Cofimvaba".

The contract that Elsie had with Mrs Brown is not transferable and contracts like that are not being granted anymore. A dazed Elsie sobs quietly in the back of Mrs Jones's car.

SUE JOYNT

(Written by Sue Joynt, 5 Long Street, Mowbray)

Most domestics paid less than suggested rate

10/11/83 Mercury 294

Mercury Reporter

THE wages paid to black domestic workers by Durban homeowners are more often than not below the wage recommended by the South African Domestic Workers' Association, and in some cases below reasonable subsistence level.

If an extensive, random telephone survey of white employers in the Durban and surrounding areas is representative, full-time live-in domestic workers are fast becoming a thing of the past.

Part-time employers said in most cases domestics had two or three, and on occasion, as many as four jobs. Only in this way was it possible for them to earn a living wage.

Less than 20 percent of the families interviewed could afford the luxury of a full-time servant, and in every case where a full-time worker was kept, she was paid well below the recommended level. All provided meals for the workers, some by allowance and others directly.

Among those who employed part-time workers the pay-rate was better, but the provision of meals was scarce.

A new list guiding employers on what is considered a fair wage has been published by the association. It says that in view of soaring inflation, which hits domestic workers harder than most, the rates should be adhered to.

The recommended wage for a daily worker is R11 — or about R1,40 an hour. For overtime pay the rate is R1,50 an hour.

In the survey employment time varied between one hour a day, two or three times a week, to eight hours, three or four times a week.

The lowest rate paid was 66 c an hour, less than half the recommended level, and the highest R1,66. The average was R1,20.

When employers who paid less than the recommended wage were questioned, they said they were not aware of the level. But most said they would have to consider meeting the wage.

Two women slammed down their telephones.

For full-time employees the highest wage was R100 a month, R20 short of the recommended minimum, and the lowest R75. The average was about R90.

Guidelines concerning leave, provision of meals, accommodation, legal rights, dismissal and ablutions are included in the association's list.

They recommend that domestic workers be given at least one full day off a week, and one afternoon during the weekend.

Annual leave should be four weeks at full pay, and workers should be given a month's notice, or a month's pay in lieu of notice, if they were to be fired on the spot.

The association reminds employers that it is illegal to deduct money from workers' pay for articles damaged in the course of duty.

Summons stands on man who gave job

By Don Bayley

MR HENNIE du Plessis, chief director of the Port Natal Administration Board, yesterday defended the actions of his officials in fining American Mr Conrad Boyce R30 for employing an unregistered worker at his Gillitts home.

'Mr Boyce was abusive and chased my official off his property,' said Mr du Plessis.

'We could have fined him R500 — instead of the R30 we did — you can't chase a policeman away'.

Mr du Plessis said his official had tried to be understanding and had returned with his superior, who had explained the situation to Mr Boyce.

The officials had then taken action and issued the R30 summons.

But Mr Boyce said yesterday he had received a telephone apology from Dr Piet Koornhof, Minister of Co-operation and Development, who had promised to 'sort the whole thing out'.

He said he had also been telephoned by Mrs Koornhof, who had said the affair 'was undoing everything she and her husband had tried to achieve all these years'.

But Mr du Plessis said he had investigated the matter at the behest of Dr Koornhof, and had decided the summons would stand.

Mr T J Meyer, Pinetown regional manager of the PNAB, said it had been established that the worker Mr Boyce employed was not registered, and therefore Mr Boyce had broken the law.

He explained that one could employ temporary labour only if 'the worker is registered in the area, a school pupil, or already registered as someone else's part-time worker'.

Mr du Plessis said the man had not even had a work-seeker's permit.

Mr Boyce has continued his efforts to telephone people overseas and tell them about the incident. He said he had spoken to Margaret Thatcher's private secretary, the BBC, and British national newspapers.

On Thursday he called two American television networks and was trying to speak to President Reagan, outraged that he had been fined for 'giving a man a chance to earn a bit of money'.

Mr Boyce said he had also told Australian and New Zealand newspapers about the incident.

Maid dies: Housewife held

CAPE TIMES 14/12/83 294

Crime Reporter

A BOTHASIG mother of two has been arrested in connection with the death of a domestic servant who apparently drowned when she fell into a swimming pool after being hit on the head with a brick.

The 30-year-old woman, who may not be identified, was arrested on Monday after the body of Mrs Primrose Mabunu, 27, was found in the swimming pool at the woman's home.

She will appear in the Magistrate's Court today on a charge of murder.

According to police, Mrs Mabunu had been hit on the head with a brick several times during an argument.

She allegedly fell unconscious into the swimming pool.

A next-door neighbour, who may also not be identified, said the woman had only been living in the house for three months.

She said her son had been swimming at another neighbour's pool when the incident happened, about 3.30pm.

"There were lots of people in the other swimming bath and they did not hear anything above the noise," she said.

A 15-year-old girl who saw the incident was forbidden by her mother to speak to the press.

Her mother said last night that the girl was so shocked that it had been necessary to send her to stay with friends for a while.

Dwasa head on lack of legal cover

Post Reporter

THE general secretary of the Domestic Workers and Sales Ladies Association (Dwasa), Mrs Pat Maqina, said that although the Department of Manpower promised to look into the situation of domestic workers and farm labourers last year, nothing had been heard yet.

Summing up issues facing Dwasa this year, Mrs Maqina said both categories of workers remained unprotected by labour laws governing conditions of service, although in August last year the department had given them a "glimmer of hope" that improvements would be made.

Next year Dwasa and its sister organisations in East London, Durban and Cape Town intended holding a big conference for all domestics throughout the country to focus on their plight, she said.

She especially appealed to housewives and employers to "do unto others what you would have done unto you" when dealing with their employees during this time of goodwill.

She said during 1983 Dwasa had also focused on the safety or security of domestic workers during hours of employment.

She alleged that many domestic workers had been raped, and even murdered, this year while in their employees' care, while many others had been arrested.

"The office here has also dealt with many cases of assault by the housewives or their husbands," she said.

For this reason Dwasa has scheduled an important seminar for early next year on the problem of "maid bashing and theft".

Details of this seminar would be released later, she said.

'Hit with hammer' charge

Staff Reporter

A VREDEHOEK man, who allegedly hit a gardener several times on the head with a hammer, yesterday pleaded not guilty in the Magistrate's Court to a charge of assault with intent to do grievous bodily harm.

Francis Patrick Flynn, 49, of Clovelly Avenue, was yesterday charged with assaulting Mr James Rolfe repeatedly on the head with a hammer at his Vredehoek home on December 15.

No evidence was led and the hearing was postponed to February 10, 1984.

Asked to disclose the basis of his defence, Mr Flynn told the court that on the day in question, his landlady had been stabbed in the arm by Mr Rolfe.

He had asked Mr Rolfe, who had been drunk, to leave the premises and Mr Rolfe had refused.

Mr Flynn said he had then tried to remove Mr Rolfe from the house, but because of the man's superior strength he had failed.

He had then grabbed a hammer, which had been lying on the stoep, and hit Mr Rolfe on the head.

The magistrate was Mr G Rossouw. Mrs B Krynauw prosecuted. Mr Flynn was not represented.

CAPE TIMES 23/12/83

Row over use of Art Centre

Staff Reporter

THE residents of Sea Point and Green Point were yesterday accused in the City Council of having a "callous disregard" for the needs of their domestic workers.

The accusation came from Mr Tom Walters, who was opposing an application from the Green and Sea Point Ratepayers' and Residents' Association, on behalf of the Domestic Workers' Association, for the use of the Cape Town Art Centre as a recreational and training facility.

Mr Walters blamed employers for the present lack of amenities and said giving DWA the Art Centre would not solve the problem.

"For years, employers of domestic workers have shown no interest in the welfare of their employees," he said. "Now they find an old wreck of a building, half-a-mile away from their houses and say 'let them have that'."

Mr Walters said he felt it would be wrong to give the workers "this hand-out".

"We would be banning these people to an isolated area with no thought to how they will get there and back," he said.



Mr Tom Walters

He recommended that the Art Centre be leased for commercial use and suggested that the rent be used to subsidize other facilities for domestic workers.

The chairman of the Green and Sea Point Ratepayers' and Residents' Association, Mr Chris Joubert, said he was surprised by Mr Walters' attitude.

"I agree with him that there is a certain amount of hypocrisy among the employers of domestic workers in the area," he said.

"The ratepayers' association has tried to get a place for these people for years and everyone is always very enthusiastic as long as it isn't next to them."

Mr Joubert said the fact remained that facilities were desperately needed and that the Art Centre offered an ideal opportunity for employers and employees to work together for something which would benefit both.

"The DWA has 6 000 members in the Sea and Green Point areas and the residents of the area have a moral responsibility to provide their domestic workers with recreational and training facilities.

"The area is very affluent and employers are well-able to afford the cost of restoring and maintaining the building."

Mr Joubert said there was no reason to believe employers would improve the conditions in which their employees lived if the Art Centre was not leased to the DWA.

"I have seen the conditions under which some of these people live and they are appalling. At least with the Art Centre they will have somewhere else to go when they are off-duty.

Mr Joubert emphasized that strict controls would be exercised over lease.

SERVICES SECTOR—DOMESTIC WORKERS

1984

JANUARY —— DEC.

(294) S. Tribune 8/1/84

The truth about nannies

LOVE THEM — OR PAY THE PRICE OF HAVING BADLY BEHAVED CHILDREN

LOVE your nanny — or expect problem behaviour in your children, says a recently completed psychological study conducted at the playground of Durban's Mitchell Park.

The study, which has been accepted recently as a doctorate thesis in pyschology at the University of London, was undertaken over a six-year period by former University of Natal student, Christine Liddell.

As part of the study Christine, who is in Durban on holiday from Glasgow where she has a post of research fellow, spent six months in the Mitchell Park playground observing the interactive behaviour of pre-school children and the adults who look after them.

She found that different caretakers — mother, father, grandparent, friend's mother and nanny — elicited markedly different patterns of behaviour in children, and that in the case of nannies extreme behaviour results which parents would view probably with concern.



☐ Researcher Christine back at Mitchell Park this week

By KEVIN DAVIE

These extremes vary from boys to girls. Girls exhibit extreme clinginess, while little boys behave exactly the opposite, showing excessive independence and ignoring the intructions given to them by their nannies.

Mrs Liddell says she believes the reason for this is that nannies have low status and power. They are not integrated into the family, nor given the authority by the parents to guide and discipline the behaviour of their charges.

"Love your nanny," says Christine, explaining this will produce better behaviour in the children they are responsible for.

A surprising finding was that fathers spend more time playing with their children in the playground than mothers, but Christine thinks this is because the visit to the playground is a special occasion for the father, while mothers often use such a visit as a break while the children play.

While mothers are most tuned into their children's needs, with fathers only a little way behind, Christine finds that grandparents are the least aware of age and sex differences in children.

"Grandparents seem to have a 'this-is-how-we-treat-our-grandchildren' attitude," she says.

Mrs Liddell also found very little difference in the behaviour of children who were being looked after by their mothers and their friend's mothers.

"The child behaves towards the friend's mother as a mother figure," she says.

Christine chose Mitchell Park for the study because at the time of the field work, three years ago, it was the only multi-racial playground in Durban, and she was keen to include a cross-section of groups in the study.

She found that while black children did use the playground, they tended to play on the periphery, not being comfortable with using the whole playground.

The idea behind using the playground as a study area, and not observing the children, say at a playschool, is to observe them in a free-range situation.

While Christine sat observing the children and their caretakers, five days a week for six months, making notes and observations into a tape recorder, she says only one child noticed she was observing them.

A little deaf child came up to her and gesticulated inquiringly why she was talking into a tape recorder.

Not that this kind of research is without its problems. In Brixton, London, a male researcher doing the same kind of work had two charges of alleged voyeurism laid against him by concerned mothers.

21/1/84 (294) D. Dispatch

Blacks banned from church

JOHANNESBURG — About 150 black worshippers at the Methodist Church in the white suburb of Norwood here have been told to worship in future in Alexandra because they "make too much noise."

The resident minister of the Norwood congregation in Nellie Road, the Rev R. Baumeister, said yesterday religious services for blacks, mostly domestic workers, had to be stopped following complaints by Norwood residents to the Johannesburg City Council.

He said a by-law stating that relative peace and quiet should prevail during the hours between 2 pm and 4 pm on Sundays had been invoked to stop the blacks from meeting at the church.

"Residents have complained about hand clapping, singing and the stamping of feet. But they have not complained about motorcycles in the area. Why, I don't know," Mr Baumeister said.

He said domestic workers had met at the church for the past four years between 3 pm and 5 pm.

As a result of the ban, the Methodist Church in Alexandra will now have to hold a special service to accommodate the newcommers from Norwood. — DDC

CAPE TIMES
26/1/84 (296)

Tension between maid, madam

Staff Reporter

THE institution of domestic service inflames rather than dissipates the tensions inherent in a state founded on racial inequality, sociology lecturer and author of the book "Maids and Madams", Ms Jacklyn Cock, told a UCT Summer School audience this week.

Ms Cock said black and white women most frequently came into contact through domestic service, but said the interpretaion of this relationship differed greatly between "maids" and "madams".

Quoting from her 1979 research among domestic employers and workers in the Eastern Cape, Ms Cock said all the domestic workers interviewed rejected the inequalities they were subject, to and thought the difference between their living standards and those of their employers "unjust".

"Many of the women saw their position as that of slaves and responses like 'we are slaves in our own country', and 'I have been a slave all my life' were common, in contrast to the response of the employers who regarded their servants as "one of the family," she said.

Defer

Ms Cock drew an analogy between the position of white housewives and black domestic workers, describing both as "domestic workers".

"Servants are are bound by influx control and service contracts and wives by marriage contracts which secure their economic, sexual and legal dependance."

Both are isolated, and defer toward their employers, but the difference, she said, lies in that wives accept their position as "inevitable and natural", while servants "comply because they can't see a way out of their situation".

She said that as a feminist she was committed to shifting work out of the private area of the home into the larger social arena and making it part of the collective responsibility.

"This work is essential to society, and it is essential that it be shared by both men and women," she said.

Sowetan 20/1/84

Part of the crowd that applauded the call for liberation of the mind.

Domestics call for liberation

By SINNAH KUNENE

The domestic worker has to liberate her mind first if she hopes to be liberated from the oppressive conditions under which she is employed in this country.

This call was met with overwhelming applause by about 700 members of the South African Domestic Workers' Association (Sadwa) reportback meeting held at Immaculata Hall in Rosebank last Thursday.

Addressing the meeting, a Durban-based member, Mrs Mary Mkhwanazi, said the organisation had laid down rules and regulations which will help stop exploitation of domestic servants in "this non-recognised" industry.

Tabled at the back of the newly introduced membership cards, the rules include among other things, restrictions to all job vacancies which were previously occupied by fellow Sadwa members who were sacked following a dispute over wages.

The meeting strongly warned the members about such practices, as they felt some domestic workers were collaborators in the continuous exploitation of the black workers.

Mrs Mkhwanazi urged for more membership of the organisation, which she believes should outnumber all other organisations' labour unions in the whole country.

She said in Durban alone, statistics for registered domestic workers (which could be more as there are many others who are not registered) released by the Port Natal Administration Board count 28 600 males and 53 960 females, and the Drakensberg Board has recorded 15 746 domestics from Pietermaritzburg.

"In the Transvaal we should be having more than 100 000 domestic workers, adding other branches throughout the country, we are definitely a strong force to be reckoned with," said Mrs Mkhwanazi, amid shouts of "Phambili Sadwa" (forward Sadwa).

Dwep (Domestic Workers' Employment Project), which aims at improving the working conditions of domestic workers, and spearheads the Sadwa, has closed down due to lack of funds. But this did not dampen the spirits of the strong labour force, as already another union office has been established in Johannesburg.

The chairman of the local branch, Mrs Margaret Nhlapo, who recently lost her job as a result of Sadwa commitments, is the full-time adviser. The office is situated at Chester House, 132 Jeppe Street, Johannesburg. The telephone number is 838-6488. The office is open from Monday to Friday during office hours.

(2) No, for the reasons mentioned under (1).

(a) Falls away.

(b) Falls away.

Black employees in blocks of flats

*6. Mrs H SUZMAN asked the Minister of Co-operation and Development:

(1) Whether, with reference to his reply to Question No 19 on 2 September 1983, he has reached a decision regarding the formulae in respect of Black employees in blocks of flats; if not, (a) why not and (b) when is it anticipated that a decision will be reached; if so,

(2) whether he has revised these formulae; if not, why not; if so, (a) what are the new formulae and (b) what criteria are applied in granting permission to employers to accommodate an employee on the premises?

†The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) No.

(a) Comments and proposals by the Administration Boards, which handle the licensing of premises, including the housing of Black employees, have just been received by the Department of Co-operation and Development. These contributions by the Boards had to be preceded by a time consuming examination of this complex matter.

(b) The Department will submit recommendations to me. A decision may be expected soon.

Computer equipment

*7. Mr A SAVAGE asked the Minister of Industries, Commerce and Tourism:

(1) Whether any control is exercised over items (a) imported into and (b) exported from South Africa; if not, why not; if so, what is the nature of the control exercised;

(2) whether a Mr Richard Mueller received authorization to (a) import into and (b) export from South Africa certain computer equipment; if so, (i) when, (ii) from whom and (iii) in respect of what category or categories of computer equipment;

(3) whether an investigation has been instituted into the incident; if not, why not; if so, what were the findings;

(4) whether he will make a statement on the matter?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM:

(1) (a) and (b) Yes. Only certain categories of articles are, however, subject to import or export control.

Control is exercised by means of import and export permits.

(2) (a) No, as the importation of computer equipment is not subject to import control.

(b) No.

(3) Yes. The investigation by the Department of Industries and Commerce together with Customs and Excise has not yet been completed. I also refer the hon member to the reply to Question No 1 by the hon the Prime Minister on 1 February 1984.

Domestics fight for area to relax

CAPE TIMES 4/2/83 (2nd) (2nd)

Staff Reporter

THE Domestic Workers' Association (DWA) is launching a campaign in Sea Point and Green Point in an effort to raise support from employers in the area for their fight to continue using the Cape Town Art Centre in Green Point.

The association, which has used the building as an educational and recreational centre over the past 18 months, has been informed by the City Council that tenders are about to be called for tenancy of the building.

Yesterday the Deputy Town Clerk, Mr D J de Villiers, confirmed that tenders for "commercial and non-commerical use" of the building would be called for soon.

If a commercial user "such as a restaurateur" made the most suitable bid, the building would have to be rezoned.

Mrs Maggie Oewies, chairperson of the DWA, questioned the plan to offer the building to commerical users.

The "key law" which operated in the area made it absolutely impossible for domestic workers there to have family lives of any sort. They were unable to have their husbands or children with them and desperately needed a venue where they could socialize.

20 lose lives as township crime shoots up

By Jon Qwelane

Violent crime in the townships shot up steeply at the weekend when 20 people lost their lives in stabbings and shootings.

Five of the victims were shot in what police believe were revenge murders linked to the faction-fighting which seems to be on the increase.

Two men, both aged 30, were found dead at Nancefield hostel with bullet wounds in their chests. Another man was found shot dead in his room at Jabulani hostel.

The divisional head of the Soweto CID, Brigadier J J Viktor, said a 29-year-old man, also a victim of the Zulu faction-war, was shot in the neck as he walked down a street in Dlamini township.

STAB WOUNDS

The man died while he was being taken to Baragwanath Hospital.

Brigadier Viktor said the body of a 28-year-old woman was found with stab wounds in Eldorado Park. The woman's throat was slit and police suspect she was raped before she was killed.

Two children were among 11 people raped at the weekend. A man in Meadowlands asked a woman to send her two-year-old daughter to his house and when the toddler returned she was bleeding profusely indicating sexual assault. Police are searching for the man.

At Orlando East a man allegedly lured an 11-year-old girl to his house and threatened to stab her with a pair of scissors. He then raped her, police were told.

LIQUOR SQUAD

Thirteen cases of rob-

Faithful domestic has no income after 35 years' service

6/2/84 Star 294

By Maud Motanyane

Mrs Sara Fume is old, sick and frail. For 35 years she served a couple in Fairmount, Johannesburg, as a domestic worker. Now, at the age of 69, she is out in the cold with no income and no pension.

She was young and energetic when she started working as a domestic in 1948. Her employers were young business people.

She cooked their meals and helped to bring up their three children and seven grandchildren. She also helped them move from suburb to suburb in search of better business opportunities.

From Observatory to Germiston, to Cyrildene and Fairmount, she was there with them.

As a live-in servant she spent most of her time with her employers, visiting her own three children and husband only at weekends.

"I spent half of my life with them and most of those years were pleasant," Mrs Fume says.

The relationship turned sour when she gave up her job after being in hospital for two weeks in June last year.

Bound by no legal agreement, Mrs Fume's employer had not provided for her retirement. She had saved no money from her meagre salary which was R100 a month at the end.

Mrs Fume's case is an example of what many domestic workers experience when they reach the end of their working lives.

Employers of domestic workers are not legally bound to provide pension benefits for their employees. They have to struggle to make ends meet, often depending on the R57 bi-monthly pension provided by the State.



After 35 years of work as a domestic, Mrs Sara Fume (69) has no source of income. Her employer did not provide for her old age.

Concerned employers should save for their domestics' retirement, says Mrs Leah Tutu of the Domestic Workers and Employer Project (DWEP).

"I've seen a lot of Mrs Fumes during my years in DWEP and they cannot be left to survive on the State pension."

Mrs Tutu for the past seven years has been fighting for the rights of domestic workers, including compulsory pension benefits. She says the State pension is far too small to meet today's high cost of living.

The following options are open to employers who are interested in saving for their domestics:

- The Natal Building Society's retirement scheme which is open to domestic workers up to age of 55. Domestics or their employers can subscribe to this scheme, paying premiums from R5 upwards over 10 or 20 years.
- Employers can contribute to a fund which would give their domestic workers a lump sum at retirement. Contributions are a set amount every month for up to 30 years and the bulk payment at retirement would depend on the amount contributed.
- The Domestic Worker's Pension Fund is a retirement scheme which was initiated by TV personality Donna Wurzel three years ago. Domestic workers up to the age of 60 can join.

Information on retirement schemes for domestic workers is obtainable from DWEP on 29-9259.

Appointments

The following people have been appointed in senior posts at the Human Sciences Research Council with effect from 1 January 1984.

Carletonville dog licence fees jump

Tax amendment to benefit servants

EAST LONDON — A proposed amendment to the Income Tax Act, which comes into effect on March 1, will increase the amount farm labourers and domestic servants can earn before they are required to register as tax payers.

The current wage limit for these categories of workers is R480, in excess of which employers are required to register and render returns for the staff concerned.

Mr W. Rode, receiver of revenue for the Border, said yesterday that this figure is likely to be increased to R2 400 in the near future.

Mr Rode said, however, that this did not mean that workers earning less than this sum would not be eligible for deductions.

If a domestic worker is the first wife of a husband in employment, her earnings up to R1 600 are exempt from taxation. Thereafter, the balance is added to her husband's earnings and is taxable.

Mr M. Stein, a tax expert in Cape Town said yesterday that the new Act's requirement that employers should register employees who received income in excess of R2 400 would generate an unnecessary administrative problem for both employers and revenue staff.

"Even though these categories of people may be required to render returns, in some cases they are not eligible for taxation.

"The government should introduce some legislation whereby people whose employees aren't eligible for deductions are not criminals just because they fail to register those employees. It is creating unnecessary paperwork for everyone," Mr Stein said.

Mr Rode said that there would be very few people in this category.

"How many people pay their domestic servants more than R200 per month? In a year or two the situation may change but then we shall be able to raise the minimum wage level again," Mr Rode said. — DDR

R60 a month for a usual for domestics

By BESSIE BOUWER

EYEBROWS may have been raised when this advertisement appeared recently.

But R60 a month for a domestic worker is the rule rather than the exception, Weekend Post enquiries reveal.

Many Port Elizabeth employers are still paying only about half the salary recommended by the Domestic Workers' Association of South Africa, which sets the minimum at R110 a month.

Most are not prepared to pay anything near this figure.

When Weekend Post called the first number given in the R60-a-month advertisement, the person answering the telephone said a domestic worker had been appointed at this salary.

There were so many applications that unsuccessful candidates had been referred to friends or neighbours, she said.

She said she did not think R60 was a low salary because the domestic worker only "made tea and dusted the office". She received a lunch-break and transport home was provided.

Later the head of the company said the advertisement had been placed while he was in Johannesburg and it was incorrect.

He usually paid R26 a week and would check the appointment at R60 a month with his wife.

He rang back to say a woman had been appointed at R60 a week — higher than the usual salary because she also doubled as telephonist.

The chairman of the Consumer Association in Port Elizabeth, Mrs Thelma Basford, this week condemmed R60 a month for a full-time domestic worker as "pure exploitation".

She appealed to employers to look "into your souls" and to realise that bread costs as much for the domestic worker as for the employer. A rise in the cost of living applied to both employer and employee.

Mrs Pat Maqina, secretary of DWASA, referred to instances where domestic workers were grossly exploited.

She said a woman who had been with the same family for 43 years received a salary of R80 a month. Her employer did not pay into a pension fund and when she left her employment no provision had been made for her.

In another case an employer paid her domestic worker R10 a week and expected her to pay for her own transport. The woman was expected to be on duty seven days a week and, if she was absent, an amount of two rands was deducted from her salary.

This woman told Mrs Maqina that she had been unable to afford the busfare and had, therefore, walked several kilometres to work. This meant that in all kinds of weather she left her home at 5am and only returned after dark.

The survey indicated that most employers were reluctant to pay more than R80 a month but most were willing to pay for transport.

In some cases there were employers who were meeting the recommended salary and were aware of DWASA's recommendations that uniforms and three meals a day be provided.

Some employers said the domestic workers ate the same meals as the family and one woman said that she also bought food and vegetables for her domestic worker every weekend.

Another woman said that many of her friends were apprehensive of Dwasa and refused to have anything to do with contract papers because they felt this would later be used against them.

Few employers were, however, aware of a pension fund and most said they were prepared to subscribe to it only after the domestic worker had proved reliable and had worked for them for some time.

Employers felt reliability and honesty were the most important criteria. However, one also expected her domestic woker to be "cheerful, humble and to do whatever she was told without complaining".



Mrs PAT MAQINA- ... head of Dwasa

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MAID required from Monday to Saturday. Most have references. Very good salary. Phone 337294.

MAID wanted to work Monday till Saturday from 8am till 6pm. Duties will include making tea and keeping business clean and tidy. Salary R60 per month. Phone 513628 or 321164.

WANTED: Coloured char, preferably from Schauder or Korsten. Phone 331390.

WANTED, domestic mornings only Monday to Friday. Lorraine

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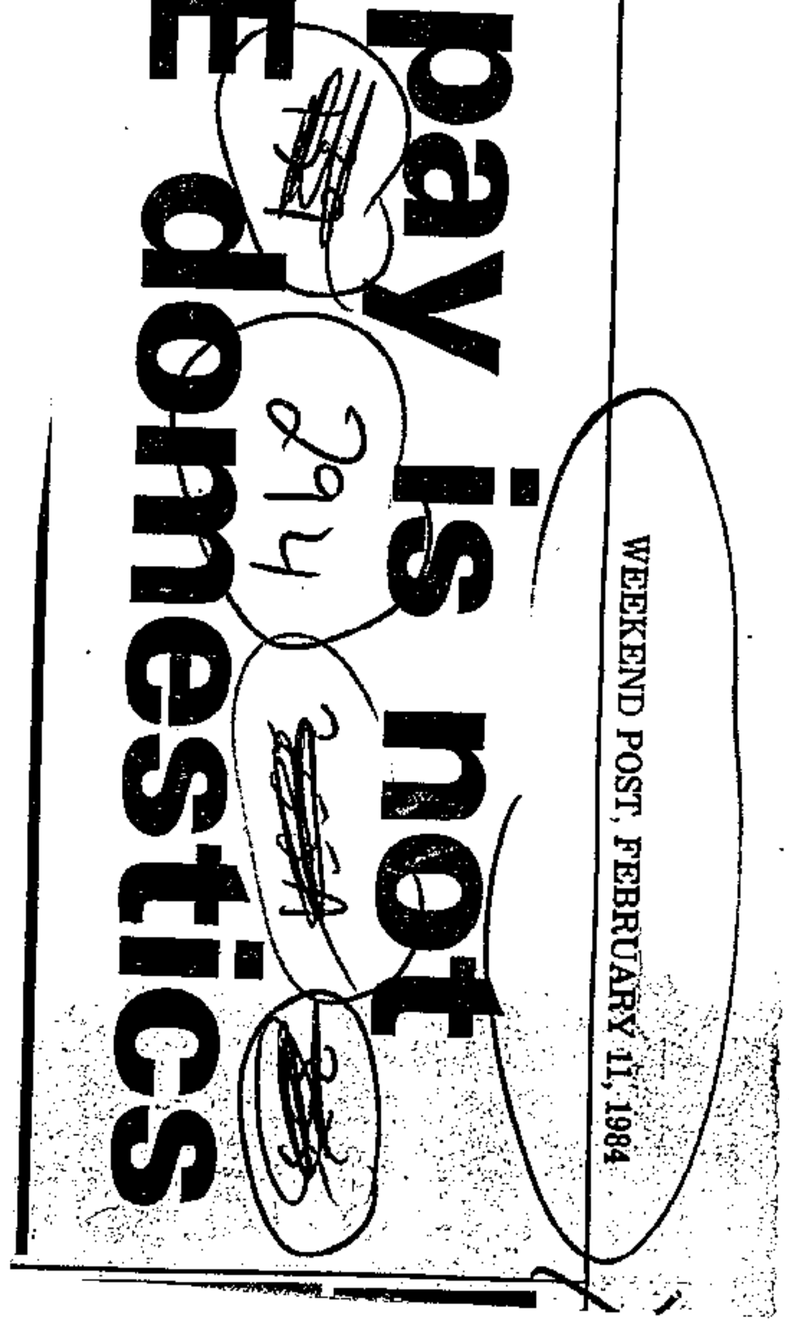


East Cape maids still underpaid, Dwasa maintains

Wk End Post 11/2/84

Weekend Post Reporter

DESPITE salary improvements, domestic workers in the East Cape are still underpaid, said Mrs Pat Maqina, secretary of the Domestic Workers Association of South Africa (Dwasa).

Referring to the minimum salary structure devised by Dwasa for 1984, Mrs Maqina said the average salary for domestic workers was only R70 a month, which was a long way off from the R110 a month which Dwasa recommended.

It was also disconcerting, she said, that very few people acknowledged Dwasa, which was trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it was entitled to rights.

This was because employers were either not prepared to pay the minimum salary or because they felt Dwasa constituted a threat to them, she said.

Out of the 45 000 households in Port Elizabeth only 1 600 domestic workers belonged to Dwasa, said Mrs Maqina. Agreements drawn up between employer and employee by Dwasa could only benefit both parties she added.

Salaries recommended by Dwasa were as follows:

- R110 for a sleep in or sleep out maid.
- R10 a day for a full-day char.
- R5 a day for a half-day char.
- Maids who were paid by the hour should receive a minimum of R2,50 an hour and this was also recommended for overtime rates.
- Bus fares were to be paid separately and could average about R2,90 a week but this could vary depending on how far out of town the employee lived.
- Meals should also be provided.

Mrs Maqina said full-time domestic workers were expected to work eight hours a day. Thereafter, overtime rates should be paid.

Dwasa had appealed to the Minister of Manpower to investigate the plight of domestic workers in 1981 and a reply in 1982 indicated that the matter was being looked into. But since then there had been no further news, said Mrs Maqina.

Dwasa estimated that the actual household subsistence level (HSL) which included the cost of a low-cost, balanced diet, clothing, food, fuel, accommodation and other essentials for a family of three at present added up to R353 a month.

In many cases, said Mrs Maqina, the domestic worker was the sole breadwinner in the family and was not able to survive on a salary of R70 a month. Many employers refused to accept this and they exploited domestics by making them work long hours, firing them without giving them notice and not providing for their old age by paying into a pension fund.

Mrs Maqina highlighted some of the problems which domestic workers encountered. Firstly there was the communication problem where employers did not explain to their maids what was expected of them or how to do a certain chore and then turned on them when things were not done properly.

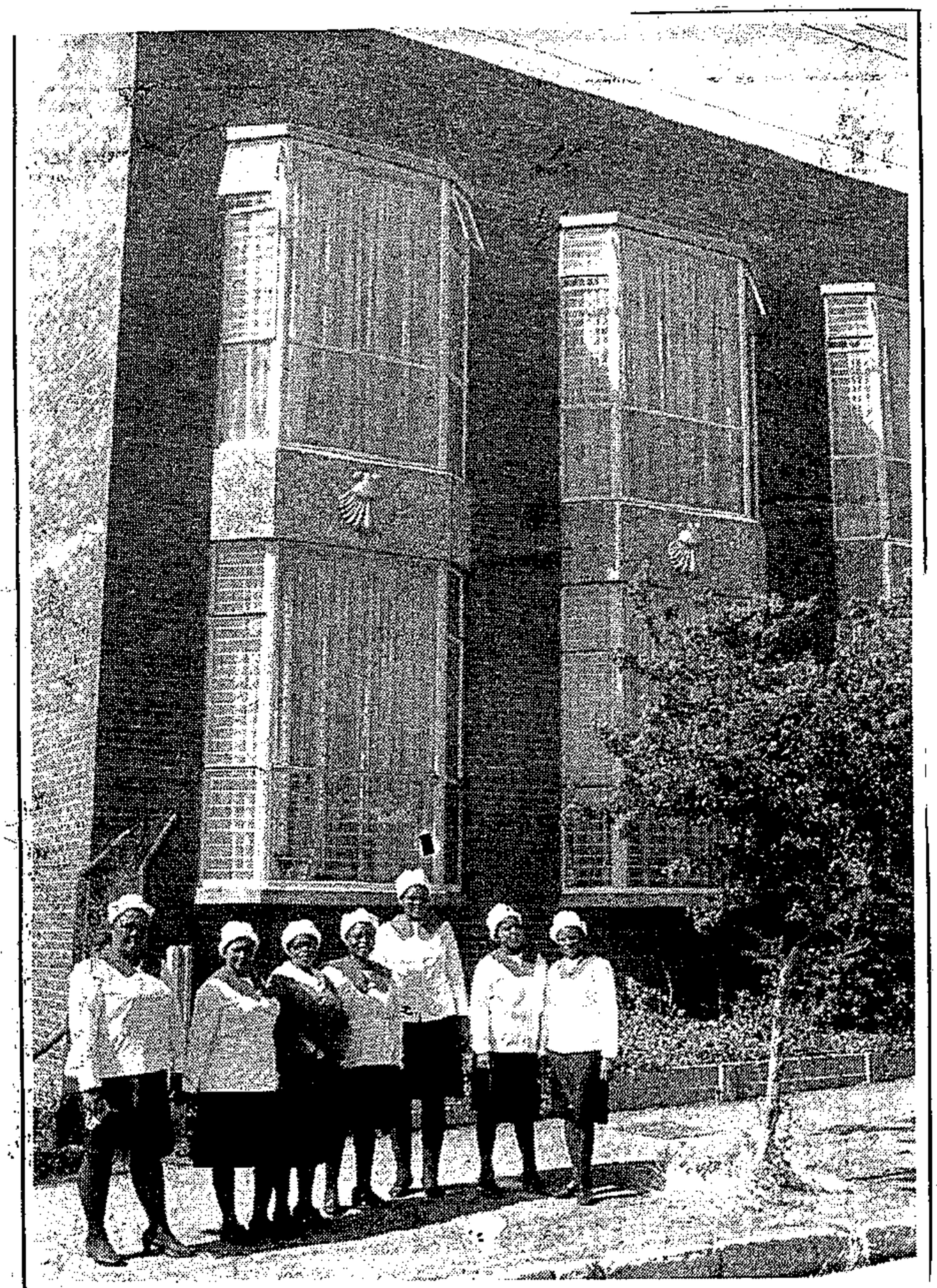
Another problem was that employers, too, easily fell into the trap of accusing their maids of stealing items which they had misplaced and often threatening to call the police.

This destroyed the maids security and her spirit, specially when the employer was in the wrong and did not even bother to apologise, said Mrs Maqina.

Employers also made the mistake of giving the maid food they no longer saw fit to eat and of trying to give the maid old clothes instead of money.

Uniforms should also not be given as Christmas presents, for domestic workers should be compared with nurses who were expected to look presentable. The morale of the maid could be lifted if she was given a decent uniform and shoes which fitted properly, she added.

Domestic workers should also be allowed time for meal breaks and the number of working days should be constant, she said.



● The Norwood Methodist Church hall, which worshippers can no longer use

Worshippers banned from hall

A CONGREGATION of black Methodist worshippers has been banned from using a church hall in the fashionable Johannesburg suburb of Norwood because they make too much noise on Sunday afternoons.

Now the more than 250 church-goers — many of whom are employed as domestic workers in the suburb — have to travel 11km to Alexandra to worship.

The bus journey takes 15 minutes and costs 50c each way.

Although the Methodist Church is fully integrated, many domestic workers say they are forced to worship on Sunday afternoons because of their working hours.

The services were held in the hall because the church could not accommodate so many people.

By MIKE CADMAN

Residents near the Methodist hall in Nellie Road complained that the exuberant church-goers were disturbing their Sunday siestas and asked the city health department to conduct noise-level tests.

The residents based their argument on a municipal by-law which states that peace and quiet should prevail between 2pm and 4pm on Sundays.

Residents complained to the Methodist minister, Reverend Rod Baumeister.

"The complaints were first made about four years ago," Mr Baumeister said this week.

"The nearest Methodist hall which could accommodate the people and help share the load used to be in Orange Grove, but when this closed down they asked if they could use our hall."

One resident said the noise became "very irritating".

"I know that these people don't have much time to worship but they must remember that we don't have much time to relax either."

After a city health department noise test showed the worshippers were making too much noise they were told they could no longer use the hall.

"This makes things very difficult for my congregation," Reverend Abel Moleleki said this week.

"The bus fare cuts deep into the pockets of these people — most are domestic workers and their wages are low."

Their problems increased when Putco increased its bus fares by 12,5% recently, Mr Moleleki said.

The domestic trap

MISS Neria Mafete is a 23-year-old mother of two from Mafikeng who works 14 hours a day for R40 a month — R1,66 a day.

She is one of thousands of women from rural areas who flood the Golden City with the hope of striking it rich by working for their fellow blacks.

But their dreams of being able to save enough under the pillow, clothe themselves beautifully and still be in a position to maintain their dependants back home get rudely shattered when they realise what peanuts they are expected to toil for.

Condemning the above wage as blatant exploitation of one black man by the other, Mrs Leah Tutu, director of the Domestic Workers and Employers Project (DWEP), appealed to all underpaid and overworked domestics to lodge complaints with her office.

"That is unfair," she said. "I promise to deal with all reported cases the same way I handle those involving the white employers.

"If Soweto employers cannot afford to pay their domestics DWEP's suggested minimum of R110 a month, what is the point of keeping them," she asked.

They come from as far as Transkei, Lebowa, Qwaqwa and Lesotho and obviously do not qualify to work in urban areas. "And our people see



(This picture is posed by models)

Pic by BONGANI MNGUNI.

to exploit that," Mrs Tutu said.

A quick survey done by Home Press revealed that most domestics in Soweto are paid between R30 and R70 monthly.

Some said that their full day's work entailed cleaning the house and preparing afternoon meals for their employer's school-going children. There is also washing and ironing to be done.

One such case is that of Miss X, (who did not want to be named) aged 16 years, from Transkei. She cleans a five-roomed house, washes and irons and looks after a one-year-old baby for R45 a month.

Charity begins at home, they say, and if that's the case nearly every domestic servant in the country should get a fat increase. NANA KHUTUMELA talks to the women who work in the townships.

Unlike most of her colleagues, she does not sleep at her employer's place. She lives with a relative of hers not very far from where she works.

But Miss X say she is satisfied with her R45.

"It is alright with me. I have not sent anything home since I started working but I hope to start sending some very soon," she said.

Miss Mafete doesn't share her views. She said: "The money I get from my employers is very little. And I am scared to ask for more in case I end up in the street without a job."

Some employers contend that they cannot afford to pay their domestics what they deserve because they themselves earn so little.

"But that is not a valid reason," said Mrs Tutu. "If one cannot afford to pay a domestic worker enough money to help her keep her head above water there is no reason to employ them."

Others argue that their domestics eat the food their families eat, use the family's soap and of course do not bring their beds and blankets.

"But what is the food given to them going to do to feed the domestic's dependants back home?" asked Mrs Tutu.

Domestic workers protest to council over art centre plan

Staff Reporter

THE Domestic Workers Association is to send a delegation to the City Council to protest against a decision to put the Cape Town Art Centre building in Green Point out to tender for commercial use, possibly as a restaurant.

This was decided last night by 40 members of the association at a protest meeting at the centre.

The DWA represents domestic workers, gardeners and caretakers, and the Cape Town Art Centre building has been their headquarters for 18 months.

The association previously had offices in Church Street, Cape Town, but was forced out when the building was sold.



Miss Maggie Oewies

The council recently told the DWA it was concerned that the association could not maintain and restore the building, which is considered a historic landmark, the meeting was told.

The chairman of the DWA, Miss Maggie Oewies, said: "There are so many restaurants in Sea Point and Green Point, why do they want to take away our building?"

She said the association had to make the council realise that the centre was the only recreational centre and meeting place for workers in the area.

The association represents about 6 000 workers in Green Point, Sea Point, Camps Bay and Clifton, and the centre is used every day for sewing, cooking, pattern-making and art and drama classes. Films shows and church meetings are also held there.

DOMESTICS UNITE!

City Press 4/3/84

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NANA KHUTUMELA reports on the state of the union for domestic workers — the South African Domestic Workers' Association.

IN THE seventies, when the spirit of trade unionism gained momentum within this country's black labour force, it was both welcomed and reviled.

Progressive employers appreciated it because they hoped it would ease the problem of having to deal with a disorganised labour force. Other employers were hostile.

The underprivileged black worker welcomed it as a breakthrough.

Few realised that one day even the most looked-down-upon black worker would embrace the spirit of a united workforce for the betterment of her working conditions.

Domestic workers, the worst exploited sector of the black workforce in this country, have come together to form a united front.

They have now formed a trade union, South African Domestic Workers Association (SADWA), which has a membership of over 2 000 in the Transvaal. The national figure is not yet known because a lot more domestic workers are still registering, according to Mrs Margaret Nhlapho, president of the Transvaal region.

Mrs Nhlapho further said SADWA had applied to the Minister of Manpower and Development for legal recognition.

"We are anxiously awaiting a reply from the Minister's office. As soon as we get one, hopefully a positive one, SADWA will have to decide who its mother body will be," she added.

The idea of a union came up four years ago at a meeting between domestic workers, the Institute of Race Relations and the Domestic Workers and Employers Project (DWEP).

DWEP's function has been to aid domestic workers and employers with problems. It has not functioned as a union.

So the two bodies have different roles to play.

"The attitude of most domestic workers has been that they are the people who are directly feeling the pinch of being treated as dirt and therefore can appropriately render relevant solutions to certain job problems," says Mrs Nhlapo.

SADWA was officially launched nationally in 1981. From each of its three regions, namely Transvaal, Durban and Cape Town, representatives were elected for office and trade union administration training.

The Human Awareness Project offered to give them an intensive six month training in administration and their legal rights as a trade union.

Today, SADWA's regions are fully operational with the blessings of DWEP's director, Mrs Leah Tutu.

"I am glad at the progress of domestics in running their own affairs. I know they have the potential of developing to levels no one ever thought of," said Mrs Tutu.

The Johannesburg office of DWEP is the only one alive and is still dealing with domestics and their problems. It is also running a pension fund scheme for domestics.

The offices of SADWA, Transvaal region, are at 132 Chester House, Jeppe Street, between Simmonds and Harrison streets.



MRS MARGARET NHLAPHO - - - head OF the domestic workers' union.

● MRS MARGARET NHLA-

Domestics' plea for recreational facility

CAPE Times 25/2/84

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Staff Reporter

A DELEGATION from the Domestic Workers' Association (DWA) is to appeal to the City Council for continued use of the Cape Town Art Centre as a recreational and training facility for Green Point and Sea Point domestic workers.

At a meeting of about 50 domestic workers at the centre last night, a newly-elected committee of flat caretakers also resolved to appeal to the Green and Sea Point Ratepayers' Association for help in raising funds to lease and renovate the building.

The City Council has confirmed that tenders are to be called for tenancy of the building. A provision of the lease is that the building be extensively renovated.

The chairperson of the DWA, Mrs Maggie Oewies, told members there were about 10 000 domestic workers in the Sea Point and Green Point areas who desperately needed "a roof over our heads where we can meet, relax and develop our talents and skills for advancement".

Flat caretakers were in a particularly unenviable position since the introduction of "key laws", which prevented families visiting live-in workers at their places of employment.

Contacted last night for comment, the former chairman of the Sea Point and Green Point Ratepayers' Association, Mr Chris Joubert, backed the appeal for funds from the association's members.

"Employers have a moral responsibility. Only R5 from every member each month and it could be leased in no time at all".

The present chairman of the association, Mr Morrie Silber, said his members had not "committed" themselves to raising funds for any repair of the building yet.

Although the issue was not on the agenda for the association's next general meeting, he would "allow discussion if it is raised. But I won't let them spend too much time on it, as there are other issues to deal with as well."

Art centre: Aid for DMA urged

By EVELYN VOSLOO
Municipal Reporter

RESIDENTS of Sea Point and Green Point have appealed to the City Council to let the Cape Town Art Centre to the Domestic Workers' Association (DMA) at a modest rental, because of the "urgent and desperate" need for recreational facilities for workers.

City Councillor and MPC Mr Herbert Hirsch said yesterday that this had been decided at the annual meeting of the Green and Sea Point Ratepayers' and Residents' Association on Wednesday night.

"It was also decided to call on the council to underwrite the cost of repairing the centre to a reasonable standard," he said.

The use of the centre is being put out to tender by the council. A condition of the lease is that the centre be repaired, which the DWA is unable to finance.

"It was also resolved at the meeting to call on employers and members of the public to support and subscribe to a building fund which is to be launched by the DWA to help repair the centre," Mr Hirsch said.

The vice-chairman and treasurer of the DWA, Mrs Florrie de Villiers, said last night that there was a critical shortage of recreational facilities for domestic workers in Cape Town.

"We are using the Art Centre on a temporary basis at the moment for keep-fit classes, needlework, first-aid classes and prayer meetings.

"All workers need upliftment and education. It is in the interests of employers to contribute towards this, because they will also benefit from it," she said.

Pension pitfalls for the domestic servant

294 ~~355A 300~~ S. Times

By Alec Hogg 18/3/84

HUNDREDS of thousands of black domestic servants are getting a raw deal.

Only a few employers make any provision for their servants' old age.

But many employers who do provide for their domestic servants may leave them worse off than they would have been if supported by the State.

Sanlam's pension review says that if a domestic servant's "pension" works out at more than R81 a month, she will not qualify for the State pension to blacks of R114 a month.

There are only two life-assurance run schemes aimed specifically at providing for a domestic's future — one by Federated Life and the other by IGI Life.

Catch 22

Federated's scheme is the more popular. But although its chief executive claims that premium income will rise 50% this year, the fund has fewer than 3 000 members. IGI's Provider has 2 000 policyholders.

SA's largest life office, Old Mutual, is among several which tried to start a scheme, but gave it up as unviable.

The Mutual's general manager, pensions, Mike Levett, says: "Our scheme got little support. We were in a Catch-22 situation.

"We needed a lot more people to join to make it viable, but because of the high cost involved in administering small policies, we had no excess resources to market the scheme."

Another life office which has had a bad experience with domestics' business is African Life — Anglo American's specialist in the non-white area.

The managing director of African Life, Bill Jack, says: "It was nothing but a hassle. Over the past 10 years we have tried to wind down this area of our business. Today it accounts for a more comfortable 6% of total premium income."

Lapse rate

Mr Jack lists the high lapse rate — when people stop paying premiums — as the major problem. "As a rule, domestic servants are highly mobile, and few tend to stay in one job for the kind of time needed to build up a good retirement fund.



A pittance at the end of the road

"The result is that domestics often end up having to pay the monthly premiums themselves, and even though this may be our minimum of R12, it is still a lot of money for someone who earns, say, R100.

"Our experience has shown that few domestics' policies reach maturity."

Mr Jack puts an amount away monthly in a building society subscription account for his domestic servant's retirement. He notes, however, that this is because his domestic servant has fewer than 15 years to retirement and life cover is inappropriate.

He is not the only one to provide for a maid in this way. Southern Life pensions chief Chris Liddle says: "We do the same for our domestic. Not only does a subscription share account give you flexibility, but if the domestic leaves you because of fraud or something similarly unsavoury, you still hold the account, and can pass it on to the next employee."

Deputy managing director of Anglo American Life Ian Solomon says: "At our company we have looked at the possibility of providing a domestic pension fund, but have not found it viable.

Disability

"Although there seem to be positive developments at present, the schemes offered by life offices have yet to prove themselves.

"Until they do, I am putting some money aside every month for my domestic in a building society subscription share account."

The managing director of Federated Life, Arnold Basserabie, believes a domestic servant scheme run by a life office does work.

He argues that building society accounts offer no life or disability cover, and disputes the claim that the administrative costs associated with small premiums price the schemes out of the market.

"Life and disability cover costs about R1 a month, while administrative expenses account for about R2. So if the monthly premium is R20, 85% goes straight into investment.

"The scheme has been run by us for two years, and the investment return has easily exceeded the inflation rate over this period, while sub shares have certainly not.

"Taken over a number of years, although a smaller proportion is being invested through our scheme, the fact that investment returns are so much better means that the end sum will be far higher.

"Added to this is the life and disability cover (of R2 500 on a R20 monthly premium) which we offer."

Adjustments

Of prime importance, however, is that employers opting for the Federated scheme or the similar policy offered by IGI Life must adjust the monthly premium every year to keep up with inflation.

Through IGI Life's scheme, the minimum unit of R11 a month put away for a domestic servant who is 40 today, will yield her a monthly income of R101 after retirement at 65.

But in today's money terms this would be equivalent to only R10,45 a month.

Dramatic

The effect of increasing premiums with inflation is even more dramatic when a longer period is examined.

IGI Life's general manager Ben Gildenhuys says that using an illustrative growth of 12,9% a year, an R11 a month investment in his company's scheme for someone who is 20 years old would give a monthly pension of R888 when she retired at 65.

But because of inflation, if the monthly premiums were kept constant over the entire period, the net worth of this supposedly handsome handout would be only R14,95 in today's money.

Low pay embitters domestic workers

Post Reporter

ABOUT 150 domestic workers in the Albany district yesterday complained bitterly about the "paltry wages" they earned..

They voiced their grievances at a mass meeting organised by the Port Elizabeth-based Domestic Workers Association of South Africa (Dwasa) in the St Phillip Church Hall, Grahamstown.

Miss Nomhle Kopo, a Dwasa executive member, said they expressed their bitterness at the salaries they earned in the Albany district. They said they earned between R25 and R40 a month.

Miss Kopo said one woman, aged 62, told the meeting she had earned R7 a month during a 15-year period and her wages were only increased this year to R30 after she complained.

"They unanimously accepted the minimum wage of R110 a month for domestics recommended by Dwasa to all employers," she said.

Miss Kopo said Dwasa aimed to ask the Government to include domestic workers and farm workers in the legislation that protected all workers from exploitation and also to scrap General Sales Tax on foodstuffs.



Concern for the rights of domestics

294 Star 24/3/84

In 1970 all domestic workers were at the mercy of the whims and demands of the householders who employed them. Today the situation is very different.

There are more than 200 centres of concern throughout the country which help to protect the rights of at least 30 000 domestic workers.

Thirteen years after its establishment, the Domestic Workers and Employers Project (DWEP), besides campaigning for the rights of domestic workers, strives to improve the skills of domestic workers so as to make them more marketable and to improve relations between the workers and their employers.

Plagued by low self-esteem, a result of years of underpayment and fear of victimisation, domestic workers could never confront their employers on their own and demand fair treatment. Although these attitudes still exist relationships had improved, said Mrs Leah Tutu, DWEP's national director, pictured above.

Domestics, particularly the younger ones, most them graduates from the centres of concern, can now bargain with employers on how much they are prepared to work for. More and more employers are prepared to pay the DWEP's recommended wages, Mrs Tutu said.

The conditions of empolyment and relations are nowhere near perfect but DWEP has definitely made a mark, she said.

Both employers and employees participate in the centres of concern, realising their mutual benefit.

"Domestics and their employers can given a lot to each other by just talking and sharing ideas," Mrs Tutu said.

Literacy, cooking, first aid, typing and driving are some of the skills taught at the centres of concern. There has been an increase in the number of people interested in writing both matriculation and junior certificate examinations.

There still is no legal protection for domestic workers — no Government minimum wage or pension fund exists for domestics.

Although some private pensions have been discontinued because of lack of support, there is a core of employers who have shown interest in their workers' old age, Mrs Tutu said.

One building society recently launched a domestic workers's retirement scheme. Domestics or their employers can subscribe to the scheme, paying premiums from R5 upwards for 10 or 20 years.

Domestic workers' problems to be aired at seminars

E. Post 30/3/84 294

Post Reporter

MANY thorny issues, including assault of domestic workers and theft, will be discussed by domestic workers and employers at a series of seminars to be held by the Domestic Workers' Association of South Africa (Dwasa) in Port Elizabeth next week.

Mrs Pat Maqina, Dwasa's organising secretary, said the week of seminars would be launched with a rally at the small Centenary Hall, New Brighton, at 2pm on Sunday.

The speaker at the rally, which is the first to be held by Dwasa since its inception in Port Elizabeth and Uitenhage in 1981, will be the Reverend M Daba.

On Monday an all-day seminar, starting at 9am, will be held at the Dwasa offices in Main Street, Port Elizabeth, and the theme will be "The domestic as a housewife".

Mrs Maqina said a social worker would be giving domestic workers advice on where to take their children if they were having problems with them while they were at work.

The husband of a domestic worker will discuss the problems he faced when his wife had to stay overnight at the home of her employer, and a minister will talk about spiritual upliftment in the working environment.

Mrs Maqina said assault of domestic workers would be disscussed on Tuesday at 10am.

Other events will include a church service at St Hugh's, Newton Park, on Thursday at 3pm.

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Assault on the job: advice given to domestic workers

By WENDY FRAENKEL

FEW domestic workers who are victims of assault on the job realise that they they can take their employers to court.

This was highlighted at a Domestic Workers' Association (Dwasa) seminar held at their Port Elizabeth offices yesterday.

Those who attended the seminar were told by a professional man what they should do if they were assaulted. He said it was important to report a case of assault to the nearest police station immediately.

It was also vital to see a doctor as soon as possible or go to hospital for a medical examination and treatment — with a view to getting a medical report on the injury or injuries.

If the case was to be taken to court, evidence in the form of photographs was necessary because cases usually only came up months after the incident. By that time any physical evidence would have disappeared.

Mrs Pat Maqina, the Dwasa organising secretary, said: "Unfortunately many domestic workers never report incidents of assault, purely because they are afraid to lose their jobs and just can't afford to do so.

"Many empoyers, accused of assault, often retaliate by accusing their domestic workers of theft. Unfortunately it is normally the theft case that comes to court first.

"Such was the case involving a woman called Ruth whom we placed with a family. Ruth had not been with the family for two months when her employer and her husband arrived home at 9.30pm without telling her that they would be late.

"Ruth, who had been looking after the couple's small daughter, was tired, refused supper and went straight to bed.

"No sooner had she got to her bedroom than the husband of her employer rushed into her bedroom saying that she had been cheeky. He then dragged her into the kitchen and started beating her up severely.

"It was only when he threatened to kill her that his wife intervened and Ruth managed to flee to the neighbours who called in the police.

"The police took her to hospital and later took a statement, saying she must report to them the next day. After weeks of hearing nothing from the police, she came to Dwasa offices, seeing that we were the ones who had got her the job.

"We wrote to her employers saying that we were disappointed with what had happened and instructed them to pay Ruth's wages."

Mrs Magina said nothing was heard from them but weeks later the police arrived early one morning at Ruth's home and arrested her for theft — she had been accused of stealing several items from her former employers.

Ruth appeared in court but after the case was postponed seven times it was eventually dropped because there was insufficient evidence.

Mrs Maqina said Dwasa was still trying to bring Ruth's assault case against her employers to court.

No 709 on 28 March 1984, (a) who were the leaders of the Port Alfred community who requested the closure of the Kowie Hospital, (b) when were these requests received and (c) what reasons were given by each such leader for making this request?

†The MINISTER OF HEALTH AND WELFARE:

(a) It is not in the public interest to divulge the specific names of persons or groups concerned;

(b) requests have been received since February 1983;

(c) the reason advanced was that the poor conditions at the hospital had become a major embarrassment to the community, especially during the holiday season.

I have received contradictory representations from various sources and in order to inform myself of the factual situation I have decided to pay a personal visit to the Hospital concerned.

Mr E K MOORCROFT: Mr Speaker, arising out of the hon the Minister's reply, is he aware that civic, religious and commercial leaders in Port Alfred have all categorically denied requesting the closure of this hospital?

†The MINISTER OF HEALTH AND WELFARE: Mr Speaker, I have already said in reply to the hon member that I shall personally investigate the conditions at the hospital, especially since I have now received a report from the hon member for Parktown as well as from the uninvited Miss Bishop.

Mrs H SUZMAN: Don't be so rude.

The MINISTER OF HEALTH AND WELFARE: She was not invited.

Mrs H SUZMAN: So what? It is her duty and her job.

†The MINISTER OF HEALTH AND WELFARE: It is not her job. [Interjections.] After listening to all the representations—and they were contradictory representations—I decided to investigate the matter personally, after which I would take my decision in regard to the hospital. A decision will be taken in regard to the hospital only on the grounds of the facilities available at the hospital and the conditions prevailing there. Other motives cannot be ascribed to hospitals.

294 Hansard Q. col. 848 4/4/84

Black employees in blocks of flats

*11. Mrs H SUZMAN asked the Minister of Co-operation and Development:

Whether, with reference to his reply to Question No 6 on 3 February 1984, a decision has now been reached regarding the formulae in respect of Black employees in blocks of flats; if not, (a) why not and (b) when is it anticipated that a decision will be reached; if so, what is the nature of the decision?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

Yes. It has been decided that the formulae must be adapted to make provisions for special arrangements in deserving cases.

Particulars are being finalized.

Mrs H SUZMAN: Mr Speaker, arising from the hon the Minister's reply, will he please tell us what deserving cases he has in mind? Does one have to be over the age of 18 or die?

The MINISTER OF CO-OPERATION AND DEVELOPMENT: Mr Speaker, as soon as the particulars are finalized I shall inform the hon member and the House and then she will know the answer to that question.

Estate duty

*12. Mr J H VAN DER MERWE asked the Minister of Finance:†

(1) (a) What amount accrued to the State in estate duty in the latest specified financial year for which figures are

available and (b) what were the administrative costs involved in collecting estate duty in that financial year;

(2) whether he intends to abolish estate duty; if so, when; if not, why not?

†The MINISTER OF FINANCE:

(1) (a) R85 290 407,45 during the financial year 1982-83.

(b) The direct administrative costs of Inland Revenue amounted to R65 376. In practice Masters of the Supreme Court administer the provisions of the Estate Duty Act, 1955, as part of the general administration of estates and it is not possible to determine the attributable costs of Masters.

(2) No. It will not be possible to absorb the loss of State revenue which the abolition of estate duty would cause. Other taxes and duties would have to be increased to compensate for the loss and such a step is not regarded as desirable.

Swimming pool: SADF equipment

*13. Mr J H VAN DER MERWE asked the Minister of Defence:†

(1) Whether (a) the services of members and (b) equipment of the South African Defence Force were used in or about December 1983 to fill a swimming pool at an address in a Pretoria residential area; if so, (i) what was the nature of such equipment, (ii) what was the total cost involved in filling the swimming pool, (iii) who occupies the house on the premises on which the swimming pool concerned is situated, (iv) what quantity of water was used for this purpose and (v) what was the source of the water;

(2) whether he will make a statement on the matter?

The MINISTER OF DEFENCE:

(1) (a) Yes, on 31 October 1983.

(b) Yes.

(i) One SAMIL 50 Water tanker.

(ii) R30,63.

(iii) The Minister of Defence.

(iv) 6 000 litre.

(v) The Rand Water Board's distribution network.

(2) Yes. It is a State swimming pool which is filled at State expense. Normally the swimming pool would have been filled with water from a tap at State expense. The water level of the swimming pool had dropped considerably as a result of a leak. To prevent further damage State water from Voortrekkerhoogte was used to fill the swimming pool. Because the maintenance of the swimming pool including the water level is a State responsibility, State transport and State employees were used.

†Mr J H VAN DER MERWE: Mr Speaker, arising out of the reply given by the hon the Minister, can he inform the House whether water restrictions were in force in Pretoria at that stage?

†The MINISTER: Mr Speaker, a large volume of water was needed all at once. The vehicle of the Department of Community Development was not available and therefore the Defence Force made a vehicle available. I made an offer and said they could use my private borehole to obtain water. I would supply that water free of charge. I requested that should they not use that water they should draw water from a borehole in Bryntirion. The person who brought the water, however, thought—perhaps quite rightly—that it would be easier to draw water from a Government reservoir. That is why things happened in this way.

CAPE TIMES 10/4/84 (294)

Domestics: Minimum wage mooted

Staff Reporter

EMPLOYERS should pay domestic workers an absolute minimum of R150 a month, plus two meals a day and travelling expenses, the Roman Catholic Justice and Peace Commission recommends in a brochure published in Cape Town.

Citing a University of Port Elizabeth research paper on the minimum monthly household subsistence level for a family of six, it suggested the "absolute minimum monthly wage" for 1984 should be R150 plus two meals a day and travel expenses for a full-time worker living out. If she lived in, it should be R133, plus all meals.

Overtime pay (anything more than 40 hours a week) should be worked out at R1,50 an hour.

If employers could not afford this, they should reduce the domestic worker's working hours rather than fire her.

"Remember domestic workers would rather offer their services for a little money than nothing at all," the leaflet said.

Wages for domestic workers should be determined more by the needs of the person than by the going wage rate.

"Too many domestics are suffering low pay and long working hours," the leaflet said.

Employers could help in upholding the dignity of their domestic workers by granting them basic rights such as extra pay for extra hours, sick leave, time off to visit their families and friends, and holidays.

"There is no legislation protecting domestic workers as such. This then places them in a very vulnerable position.

The worker is totally dependent on the attitude and outlook of the employer."

Employers slam Catholic directive that they should pay maids calculated minimum wage

R150? Too much!

By JO TYLER

EMPLOYERS were disconcerted this week when the Roman Catholic Peace Commission said they should pay a minimum monthly wage of R150 to full-time domestic servants.

But most employers agreed there was "no way" they could afford wages like that and a Sunday Tribune survey this week revealed that very few employers paid anywhere near that amount.

In fact of the 50 full-time workers interviewed only four were paid close to that amount and only some of the part-time domestics working for more than one employer earned far more than that.

Domestics are among the least protected worker groups and most of those interviewed agreed the pay was lousy, the hours were long and time off was infrequent and often includ ed only one weekend off a month. Many said they were expected to work in the garden as well as in the house and they were paid nothing extra for the additional work.

Citing a University of Port Elizabeth research paper on the minimum monthly household subsistence level for a family of six, the commission recommended the "absolute minimum monthly wage" for 1984 should be R150 plus two meals a day and travel expenses for a full-time worker living out. If she lived in, it should be R133, plus all meals.

Other suggestions in the recommendation were that overtime pay, anything more than 40 hours a week, should be worked out at R1,50 an hour; that if employers could not afford this they should reduce the working hours rather than fire her; that employers should grant their domestics basic rights like sick leave, time off to visit their families and friends, and holidays.

But many of the employers regarded the rec-



Pictures by MORRIS REDDY

Only four earned more than R110 a month. Only some of the part-timers earned more than R200. None of the domestics were paid overtime, many of them did not get any time off during the week or weekend. Some of them were allowed one weekend off a month.

Brothers Crispen and Jonathan Hemson pay their domestic R20 a day and they also contribute towards a pension fund for her (the only employers interviewed who did so). Said Jonathan: "In terms of the additional work she saves us, we think it is a reasonable amount. If we had to do the work ourselves, it would cost us time and energy. She saves us that and we think she's worth the money."

Jane works five days a week, each day for a different "madam". She ends up getting about R200 a month. While she is working she is supplied with breakfast and lunch. But her travelling costs come out of her salary.

"I tried working for just one woman, but I only got about R80 a month. I didn't have to buy any food but I saw my children only once a month. Now I have to buy food but I see my children every night. I live at home with my husband and I am much happier."

Priscilla works in a communal house and earns R140. She has to buy her own food, but she lives in and does not have any travelling costs. "The work is not too bad except for all the washing. They are all pretty sporty and there are cricket, hockey and gym clothes to wash every day as well as work clothes."

Mary Mkhwanazi, Durban's representative of the South African Domestic Workers' Association (SADWA), said her organisation had laid down rules and regulations which would help stop exploitation of domestic servants in "this non-recognised" industry.

Sadwa has 2 700 members in Durban and Pietermaritzburg and their main aim is to settle disputes, most of which are dismissals without notice.

"Even R150 is a deplorable salary. People cannot live on that. And yet most employers are prepared to pay as little as R40. I'd say the average pay is R60.

"But the whites are not the only ones to blame. Some of the worst employ ers are Africans and Indians. They pay virtually nothing and they treat their workers very badly," she said.

Durban's Mayor, Sybil Hotz, was not willing to disclose how much she paid for her domestic servant. "But," she said "I think R150 is rather an idealistic amount. Most people can't afford it ... We should be trying to create more job opportunities."

But said the commission, if people could not afford the wages, they should reduce the domestic worker's working hours.

A spokesman for the Black Sash said: "Domestic work, as every housewife knows, is pure drudgery. To be compelled to do this everyday for someone else is far worse. To be compelled to do this and to neglect ones own children at the same time for the pittance which most domestics are paid is tantamount to slavery."

□ ABOVE: Priscilla Nqcobo, who works for an Innes Road communal house and is paid R140, is "worth every cent of that" say employers Dave and Peter Pearse, Anne Nagle (back), Cindy Williams (left) and Shirley Viljoen. LEFT: Jonathan Hemson pays his maid R20 a day: "She's well worth it, too".

No complaints

Said a Westville employer of her domestic, Lizzie who has been working at the same house for 15 years and earns R50: "She gets free accommodation, free food, free overalls, free soap and a free weekend once a month. The job is not difficult and she doesn't even have to travel to or from work. She's never complained. Of course she asks for increases now and then, but I tell her I just can't afford them and she doesn't ask again for a few months."

The woman's domestic gave the other side of the coin.

"I see my own children once a month. They know my mother better than they know me. I live on samp and beans. My madam gives me a little meat twice a week. My only time off is once a month.

"What do I hate most about my job? The money and time off. Out of R50, I send R25 or R30 home and I have to live off the rest. I have not bought clothes for the children and I don't know how I can keep on sending them to school.

"But they must go to school. I want them to learn so that my daughters won't have to do the same work," Lizzie, mother of three, said.

"I don't want my daughters to be slaves to the white madams. I don't want them to be grown women and yet still called 'girl'. I don't want them to have to pick up after spoilt employers. I am old now and I can't do anything to improve my position. I am just happy I have a job."

"What do I like most about it? Pay day and the weekend when I go home. My madam sometimes gives me a chicken and the children like that."

Very few of the full-timers earned R100 or more. The average wages ranged from R75 to R90 a month and many earned as little as R40 to R60.

(2) Port Alfred

(a) Since the areas at risk were identified, the water supply system in the Black township was improved at a cost of R258 000.

(b) Possible infection of the Kowie river was monitored generally and 25 swabs at a cost of R105 was taken during the past 12 months.

(c) Proper guidance is maintained.

(d) A vigilance committee also exists in this area.

(3) Grahamstown

(a) The Black townships were not identified as areas at risk because basic facilities such as water and sanitation, were provided generally.

(b) In order to monitor cholera infection in the community, 105 swabs were taken at strategic points in the area of the local authority during the past 12 months at a cost of R441.

(c) Proper guidance is maintained.

(d) A vigilance committee on which representatives of various authorities, local authorities, the local administration board, Provincial Administration etc., serve, exists to co-ordinate activities during any cholera outbreak.

(4) Kenton-on-Sea

(a) Water was provided from the Bushmans river to three communal water distribution points in the Black township at a cost of R13 000. Further improvements in the water distribution system are being planned for the near future.

(b) Possible cholera infection of the Bushmans river is monitored. During the past 12 months 18 swabs were taken at a cost of R75.

(c) The Divisional Council of Dias is taking care of cholera guidance in this area.

(d) The cholera vigilance committee of Dias Divisional council will co-ordinate control activities during any cholera outbreak in this area.

Hansard

National states: unemployed/economically active persons

Q.61.1060 1/5/84

757. Dr M S BARNARD asked the Minister of Co-operation and Development:

Whether his Department keeps statistics on the number of persons who are (a) unemployed and (b) economically active in the national states; if not, why not; if so, (i) what are the relevant statistics in respect of each specified national state and (ii) in respect of what date are these statistics furnished?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a) No.

(b) No.
Labour is a function which has been transfered to the national states in terms of the National States Constitution Act, 1971 (Act No 21 of 1971) and the Department of Co-operation and Development consequently does not keep such statistics.

Hansard 1/5/84

Curfew regulations

Q.61.1060

765. Mr P G SOAL asked the Minister of Co-operation and Development:

How many persons in each of the towns on the East Rand were prosecuted under curfew regulations in 1983?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

None.

Q2.61.1061

Domestic workers: accommodation

Hansard

768. Mr P G SOAL asked the Minister of Co-operation and Development:

(1) Whether during 1983 the East Rand Administration Board refused to renew permission to flat-owners and/or tenants in the East Rand area to house their domestic workers and/or cleaners on their premises; if so, (a) in respect of how many domestic workers and/or cleaners was such permission refused in that year and (b) what were the reasons for the refusals;

(2) whether the Administration Board took steps to find alternative accommodation for those in respect of whom such permission had been refused; if not, why not;

(3) whether he will reconsider such refusals?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) No.

(2) and (3) Fall away.

1/5/84

KwaNdebele: Unemployment Insurance Fund

Hansard Q.61.1061

811. Mr R A F SWART asked the Minister of Co-operation and Development:

How many residents of KwaNdebele received Unemployment Insurance Fund benefits as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The Department of Manpower administers the Unemployment Insurance Fund. The Department of Co-operation and Development has no record of these matters.

Hansard Q.61 1062

1/5/84

Lebowa Development Corporation

853. Dr W J SNYMAN asked the Minister of Co-operation and Development:†

(1) Whether in the latest specified financial year for which figures are available the Lebowa Development Corporation granted loans to companies in which (a)(i) directors and (ii) officials of this corporation and (b) Cabinet Ministers of Lebowa had an interest; if so, (aa) to what companies, (bb) for what purpose, (cc) what is the capital amount involved in each such loan and (dd) in what way is the capital amount being repaid and interest being paid;

(2) whether the repayments and payments were made by the due dates in each case; if not, by what amount is each of these companies in arrears in respect of (a) instalments and (b) interest;

(3) whether any security was offered in respect of the loans; if so, what are the particulars of the security in each case;

(4) whether he will request the Lebowa Development Corporation to have their auditors publish a report on this matter; if not, why not; if so;

(5) whether he intends to lay such report upon the Table; if not, why not;

(6) whether he will make a statement on the matter?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

1983/84 Financial year

(1) (a) (i) Yes, in two separate instances.

(ii) No.

(b) No.

(1) (a) (i) Firstly:

Children alone after servants' pass arrest

By Terry Friend,
West Rand Bureau

An angry Roodepoort mother this week told The Star her two small children, aged three and seven, were left unattended when her two registered domestic servants were arrested on a pass technicality.

"This was a terrible thing to do, as we have a pool at home. When the servants protested they were looking after the children, they were bundled into a van by a West Rand Administration Board inspector," said Mrs D Weir-Smith, of Plot 31, Honeydew.

"This inspector, a Mr Norris, did the same thing again up the road from us. He ordered a servant to get into the van with the white baby she was tending. She refused and he left.

"One of my servants has been working for us for 10 years and the other for six. Their levies were paid every month, but the inspector said the date on their pass stamp had expired. They were humiliated and thrown into jail.

"Surely, if they must arrest people, they could have phoned me to come and fetch the children?

"Fortunately my mother arrived at the house two hours later, but I want to prevent this happening again."

Mr J Swart, the board's assistant director of manpower in charge of the Honeydew area, said such arrests were "not normal practice at all".

Maids vs madames

THE Roman Catholic Justice and Peace Commission recently recommended that the minimum wage this year for domestic workers should be R150. But how many employees are forking out this amount on their chars? Cape Herald staffer ESTELLE RANDALL filed this report ...

DOMESTIC worker — or just plain slave? What is the status of these people who polish the floors, wash and iron the clothes, cook the meals and look after the children of spoilt, often rich madams?

There is no doubt that the majority of domestics work long hours for low wages. And there appears little they can do about it.

None of the domestic workers I spoke to earned R150 a month. In fact, most of them didn't earn near that amount.

Worse, there is no legislation such a the Wage Act, the Basic Conditions of Work Act, the Unemployment Insurance Act or Workmen's Compensation Act governing the conditions of employment of this sector of the labour force.

PROTECTED

They are protected legally only by common law, which does not lay down a minimum wage.

Yet many private households who employ them depend heavily on them to oil the wheels of comfort. And all domestic workers have to depend on in turn is the "goodwill" of their employers.

Last week, I spoke to some of these workers in Sea Point, the haunt of the rich-at-the-sea.

Their working conditions and remuneration were as bad as in any of the other less well-off areas.

A hard slog for only R110 a month

MARILYN First, 35, has worked for her present employers for about three years.

For cleaning, washing, ironing, cooking and caring for her employers' children she earns R110 a month.

Her employers, she says, do not supply her with meals and only occasionally help out with transport costs to and from Guguletu — R7,60 a week.

Mrs First, married with three children, is the only breadwinner in the family. Her husband is unemployed and all her children are at school.

How does she manage to survive on her salary? I asked her.

She shrugged her shoulders and sighed: "It is very difficult," she said.

"I have asked them for more money, but they always say they cannot afford it.

HOLIDAYS

Mrs First does not get annual holidays. "It is only on public holidays and weekends that I get a break."

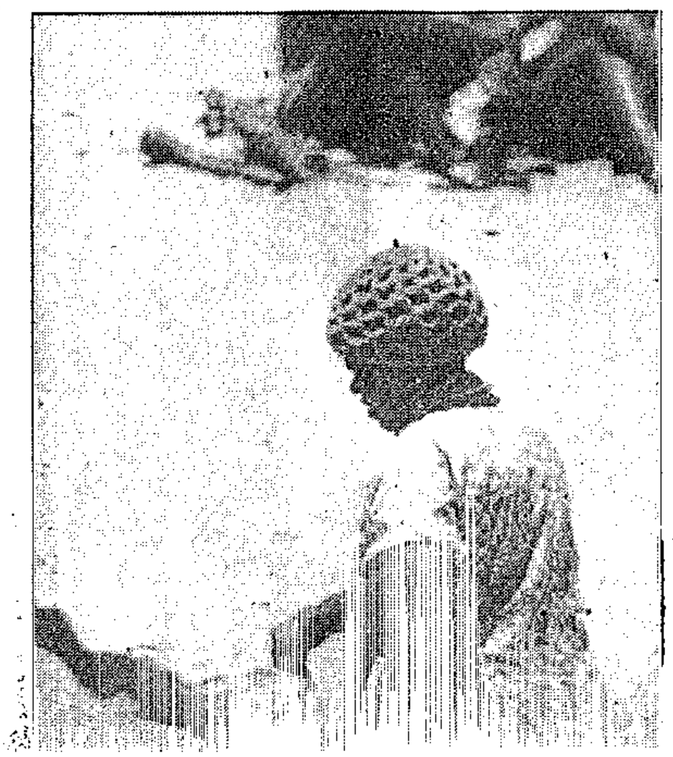
"I used to have another job which I went to after I finished here for the day. But it became too much for me and I had to give it up.

The First family has lots of problems with we are always in debt. It is very difficult to buy food with so little money.

"Usually we buy mutton pieces, samp, mielie meal, things like that. Sometimes we just eat bread and tea.

"I even had to resign from the Domestic Workers' Association because I couldn't afford to pay the subscriptions — 50c.

"If I could get another job I'd leave here."



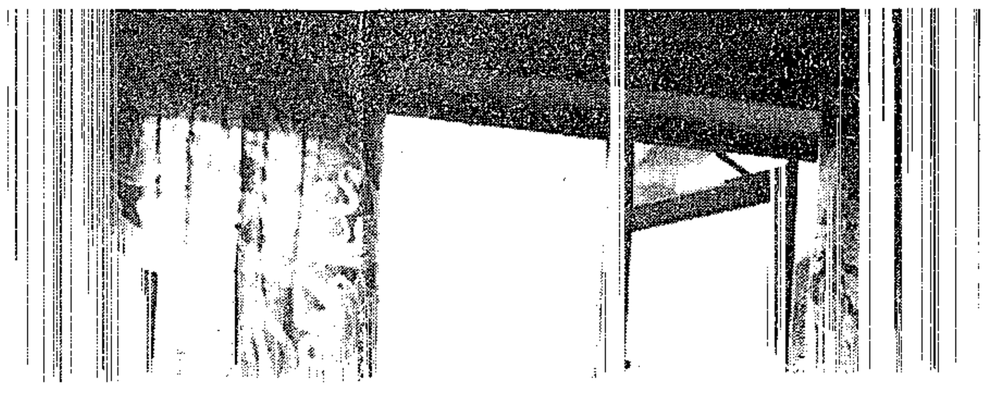


Some maids are quite happy with their jobs

GRACE Kelly is quite satisfied with her wages of R90 a month.

She added: "I also have a very nice, big room and my own bathroom and toilet.

"I do everything — cooking, ironing, general housework. There is no time off during the week for me but I do get half of Saturday and the whole of Sun-



WHAT of domestic workers in the "coloured" areas? Do they fare any better than their counterparts in areas like Sea Point?

Is there some sympathy for them from their employers who like them are also affected by apartheid laws?

Generally, this is not so. Domestic workers in Rylands or Athlone are no better off, in terms of wages anyhow, than those in Sea Point or Bishopscourt. I spoke to some of the employers in coloured areas:

Mrs A's maid, Jenny, has been in her employ for three years.

"She has no set time for coming in to work although I would like her to start at 7.45 am. In fact, she comes in when it pleases her," says Mrs A.

"I pay her R100 a month for doing general housework — cleaning, polishing and washing. She doesn't do any cooking and she usually finishes her chores at 2 pm.

LEAVE

"She has two weeks' leave every year and she can choose when she wants to take it. She also has all public holidays and weekends off."

Mrs A added that she contributed R5 a month towards Jenny's transport costs to and from Mitchells Plain.

"I wouldn't pay her more," says Mrs A, "for the simple reason that I don't think she deserves more. She doesn't work very well. She always has to be supervised before she does a good job. I think it might be a good thing for there to be legislation protecting domestic workers but then they must do their work properly.

"They have no sense of responsibility. If there is legislation to cover them they would have to be properly trained at training centres. The only reason I have a domestic worker is because I work."

RELUCTANT

● Mrs T was reluctant to disclose any details about the wages, working hours or duties

"I shared the cleaning with her. If she had to babysit at night we paid her extra but I can't say how much — my husband attended to that. If extra people came to sleep over they would also have to pay her extra to do their washing and ironing — R10. But I really don't know why she left. She just suddenly disappeared."

● Florrie de Villiers, organiser for the Domestic Workers' Organisation, spoke about the problems domestic workers have and attempts to build organised unity.

Florrie, a domestic worker herself before she became a full-time organiser said: "Domestic workers are seen as a non-productive group of workers. Yet they play a big role in society. So much that employers don't see their homes without a domestic worker.

"Domestic workers are heavily exploited because there are no laws protecting them. This gives more reason for organising these workers into a union.

"Because of the lack of legislation we can often only take a case halfway. Employers can, for example, get away with paying very low wages because there is no legislation to force them to pay a decent minimum.

"People work for 12 to 16 hours or have to do babysitting and don't get paid overtime. When workers become ill and have to stay away from work they are often replaced.

"So far we have signed up about 3 000 members and have branches as far as Worcester and the Strand. We have made contact with other domestic worker organisations in other provinces but no formal links have been established yet. There is still a lot of groundwork to be done."



...ere is always something we have to leave for another time and

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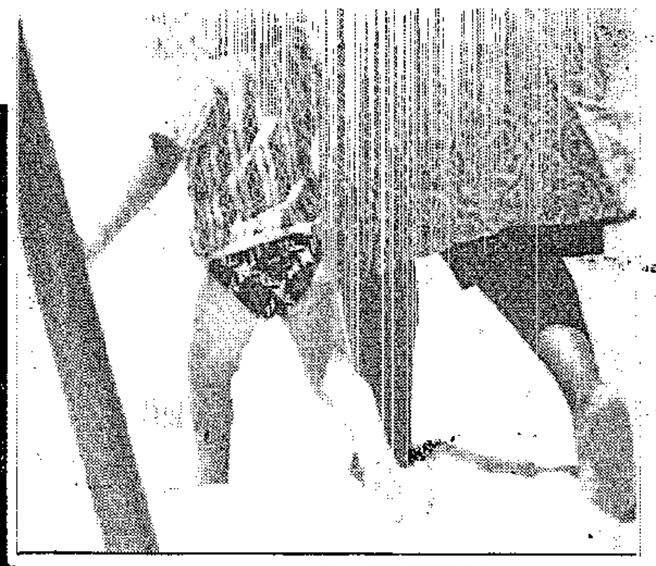

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7.30am and usually finish at 7.00pm. I've been working for these people for three years and I get holidays when they have theirs. And yes, they pay me then, although the amount varies."

● Eileen Peters, 57, is married with three children and earns R100 a month. She has been earning this amount since November last year.

From 7.30 in the morning until he employers no longer require her services, she cooks for them and cleans their plush beachfront flat. This is a far cry from her own modest quarters in the yard of the block of flats.

SLEEPING

Here, there is only four small rooms, made only for sleeping, a tiny kitchen big enough for one person to cook in and a bathroom and toilet. All floors except in the bedrooms, are cement with no covering.

Ellen is bitter about her living and working conditions. "My home is in the Transkei but I get such a little leave that I hardly see my children. Because my wages are so low, I can only afford to send them R25 a month. My employer owns a block of flats yet he says he can't pay me more. I don't really want to stay here, but what can I do? Jobs are scarce."

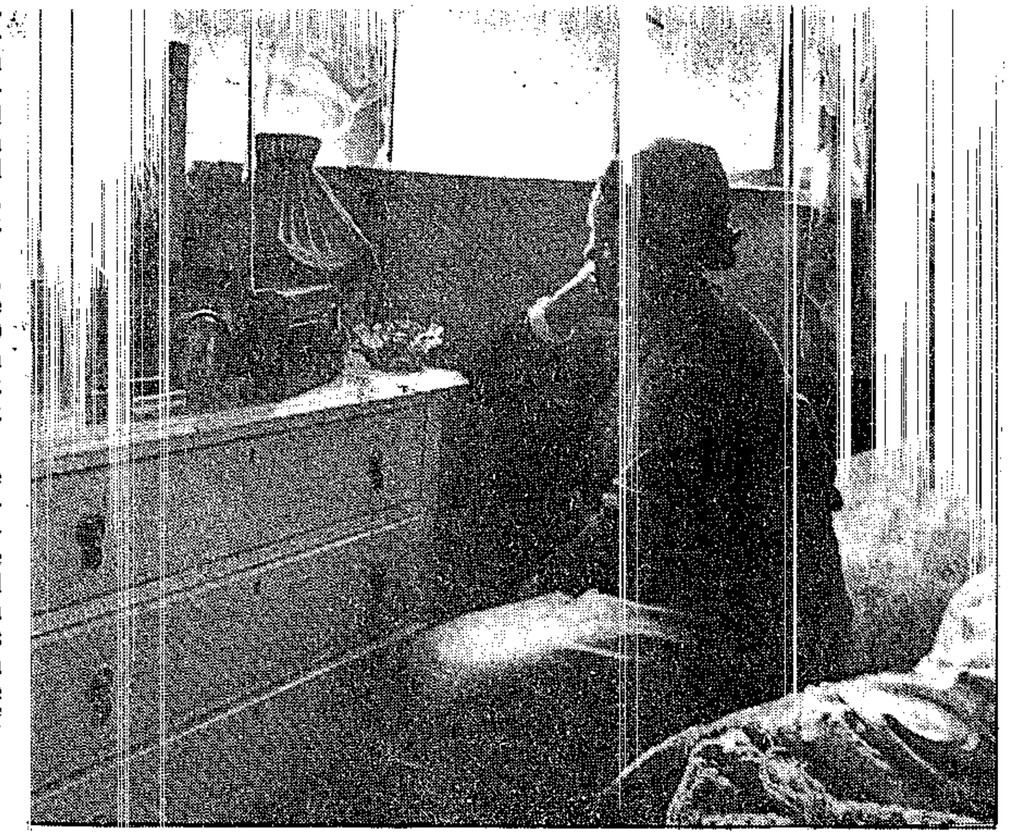
CASUAL

● Nellie Fish does casual work in the afternoons as well as working full-time. From her casual job she earns R60 a month and her full-time one brings in R100 a month.

"I have to do everything for Mr Z (her employer). Cook, clean, arrange parties and look after the house when he goes out at night. He chased me away once, saying he could do without me. But he soon came and asked me to return. He even cried because he had nobody to arrange his dinner parties for him and he couldn't cope on his own.

I went back because I felt sorry for him and because I thought things would improve. But they haven't. He promised me an increase but this is still to come.

"I have to work long hours. Sometimes when he has parties I have to stay on duty until the early hours of the morning. I don't get paid overtime for this. He sometimes gets someone to help me at these parties. This poor girl is even worse off. She gets paid whatever he has in his pocket at the time. It could be anything from 50c to R2,00. And he is a wealthy man. He owns many properties around here yet he pays us these low wages."



She said: "Anna isn't a servant, she's one of the family. So why should I tell how much I pay her? There are many incidentals we give her besides her wages. For instance, we give her good food.

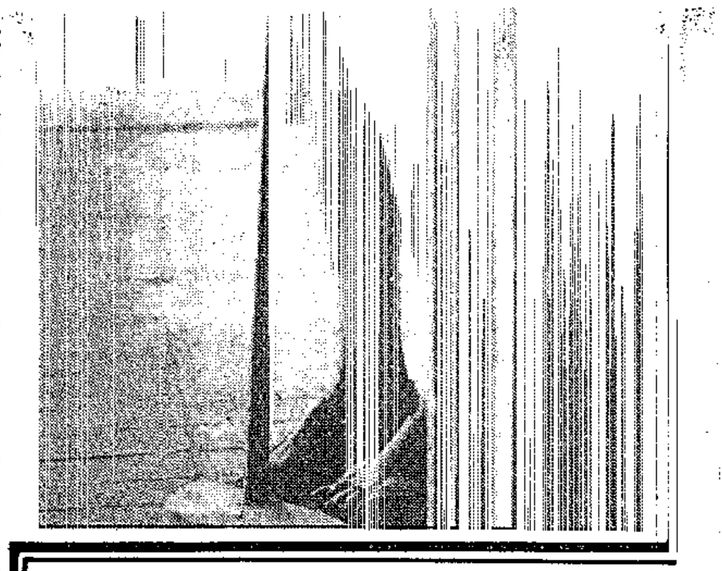
"I'm satisfied in my mind that I'm paying her a fair wage and she is satisfied with what she gets. Why should I talk about it? She's my helper. I can't do without her and she can't do without me."

● Lesley, a young mother of two, has had three domestic workers in the past three years. Two were fired by her and the last one left suddenly. She doesn't know why.

R125

"She worked here for about a year and her wages weren't too bad — R125 a month besides food and lodging. We would have liked to pay her more but just could not afford it. For me it was a necessity to have someone here during the day — to care for my children.

"I couldn't get them into a creche or nursery school as these are all full with very long waiting lists.



'I seldom see my employers'

FIFTY-year-old Fanny May takes home a little more than R90 every week doing casual work for two different employers.

She receives R6,50 a day from the one and R11 a day from the other.

Neither of the two subsidises her transport costs and she has to take her holidays when her employers take theirs.

She told me she had no complaints about the work she had to do.

"It's just the money ...

"It's difficult to help my husband support our seven children with such a little money. Only my eldest child — who has to support his own family — is working.

"But besides that, my jobs are okay. I seldom see my employers so there is no one to order me around all the time. I have my own key to their houses and I can take what I like from the refrigerator."

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Warning after granny beaten up

By Colin Dedricks

A 51-year-old Surrey Estate grandmother was beaten to the ground and robbed in broad daylight. Now she has to undergo plastic surgery.

She is the well-known community worker Mrs Olga Ford of Comet Road.

Mrs Ford said she was crossing a vacant field next to the Nico Malan Nurses Home on Thursday, April 19 when a teenage youth attacked her.

"He was a professional mugger," she said.

RUSHED

"He was walking in front of me and when the coast was clear he turned and rushed at me. He tugged at my purse but I fought back as best I could.

"But then he tripped me, caught hold of my hair and started kicking me in my face.

"It was terrible," Mrs Ford said. "I started losing consciousness as he ran off with my purse containing R200 in cash, my electricity account and my dog licence account."

AMBULANCE

She said the police called for an ambulance and she was rushed to the casualty section of Groote Schuur Hospital.

She had stitches above her right eye and after X-rays were taken it was discovered she had a cracked cheekbone.

The attack also resulted in her having double vision.

Mrs Ford says doctors at the hospital have now recommended that she have plastic surgery.



● MRS Olga Ford — has to undergo plastic surgery after brutal mugging.

"I'm not upset about the loss of the money," she said. "What really gets me is that nothing is done about these skollies.

"I'm thinking of starting a type of vigilante organisation that will clean out the area of vagrants and these young won't-works who prey on old people.

"I would also like to warn young and old women to avoid crossing that field. It's dangerous. They take their lives in their hands by doing so."

'Unfair' sacking denied

A MITCHELLS Plain man claims that he was unfairly fired from his messenger's job in Cape Town last week, but his former employer denies this.

"In any case, why did he run to the newspapers first? Why didn't he try to sort it out with the Labour Bureau?" asked Mr Peter Charalambidis, owner of Houwaert Coffee Roasters.

Abdullah Boltman says when he arrived late for work on Monday his boss 'sacked me on the spot. He refused to listen to reason.

"I had to go to the Cape Provincial Administration Building to see about a hospital bill which I couldn't afford to pay. I only earn R55 a week, on which I have to support my wife and young daughter.

"I had not asked Mr Charalambidis whether I could take some time off because I thought I would be away for only a short while, but when I realised that I would be late, I asked the official I when the official telephoned to confirm my story.

"A few weeks ago I also got to work late. I had had to take my daughter to hospital. Because we finished there late we could not get a bus to Mitchells Plain, and my wife, our daughter and I had to stay at the hospital until the next morning.

PROOF

"Mr Charalambidis wanted proof of my story, and I got a certificate from the hospital. But this was very vague and Mr Charalambidis didn't really believe me."

Mr Peter Charalambidis confirmed that Mr Boltman had been dismissed. He claimed that Mr Boltman, while reliable at first, had become less so recently.

He doubted whether Mr Boltman's reasons for coming late were true, and felt that Mr Boltman should have asked his permission before going about his business.



● (Above) WESTRIDGE Cardinals won the A section league in the Mitchells Plain Softball Union this season. Mr Peter Parker, chairman of the Baseball Union presented Pat Goddard with the trophy.

● (Below) SAMMY Wilson was chosen sportsman of the year of the Mitchells Plain Baseball Union. Mrs Irene Fortuin did the presentation.



R10 000 clothing stolen from car

CLOTHING valued at more than R10 000 was stolen from a car belonging to Mr Peter Williams in Mitchells Plain during the early hours of Easter Saturday morning.

Mr Williams, of No 2 Loerie Street, a sales representative for a Salt River clothing store, said he always kept the clothing in the boot of his car at night.

"I was really shocked when I opened the boot that Sunday morning. It was completely empty," he said.

"Whoever did it had to have a key for the boot," he said. "There was no sign of burglary and nothing else except my receipt books was taken."

NEW

All the clothing taken was new. Included in the haul were jeans, girls' dresses and men and women's shoes.

"The clothing was kept in two suitcases. It would have been impossible for one person to carry them," he said.

Mr Williams is offering a reward for any information which may lead to the discovery of the stolen clothing. He has asked people to look out for persons trying to sell the goods with his receipt books.

Anyone who can assist in finding the clothing is asked to contact Mr Williams at ☎ 32 4186 or ☎ 47 2484.

Hunt for housebreaker

ATHLONE detectives are on the lookout for Frank Gubelin, 18, who escaped from custody and is wanted for questioning in connection with several housebreaking cases.

If you have information that can assist in the arrest of Gubelin, telephone the police at

phone Mr Charalambidis.

"I normally start work at 8.15 am, and I got to work at about 9.30 am.

"Mr Charalambidis was furious. He refused to believe my story, and wasn't even interested

Furniture City prizewinners

CONGRATULATIONS to the following people who won prizes in the recent Cape Herald/Furniture City competitions: Miss Sharon Lennards of Bishop Lavis (Avante Music Centre); Mrs Violet Cyster of Crawford (Dining Room Suite); Mr Zaid Ebrahim of Athlone (Taryn Bedroom Suite); and Mrs S Madden of Hazendal (Toshiba Twin Tub Washing Machine).

The winners have already been informed, and a picture of them and their various prizes will appear in Cape Herald next week.

New party offers 'hand of friendship'

By Dougie Oakes

"What coloured people need now more than anything else is good leaders."

So says Independent Methodist preacher the Rev Thomas McLaughlin, who believes he fits the bill — perfectly.

And that is why he has formed the United Party of South Africa, the Party which offers "the hand of friendship".

After 20 years in politics, Rev McLaughlin, believes he knows a thing or two about what "his" people really want — although let it be said at once that "his" people have not always wanted him.

FEDERAL

In 1964 he joined the Federal Party of the late Tom Swartz. And even there he was not exactly a shining light among a very mediocre bunch. He's also tried his luck in the Management Committee system — without much luck, "I came in in the very first elections," he says.

And after that?

"I lost. But Management Committees are nothing. They have no real power. They are puppets of the city councils."

So what makes him think the coloured parliament won't be a puppet of the white parliament?

"MPs have real power. And I have faith in PW Botha," he says.

POLICIES

What are the policies of the United Party?

Says Mr McLaughlin: "We stand for peaceful change and equality for all men.

"You see," he says, the coloured people are confused. The Labour Party changes its colours like a chameleon, the United Democratic Front stands for violence, and don't talk about Swapo ..."

"But Swapo is a Namibian Party," I offer politely.

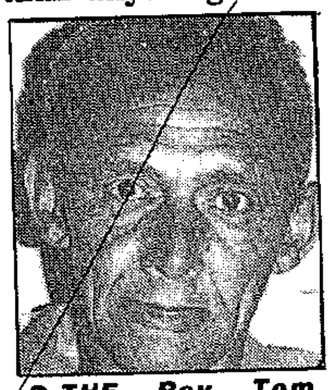
"Don't you believe it," he says, "they're everywhere."

The United Party intends fighting for the repatriation of all immigrants, the moment they come to power, Rev McLaughlin says.

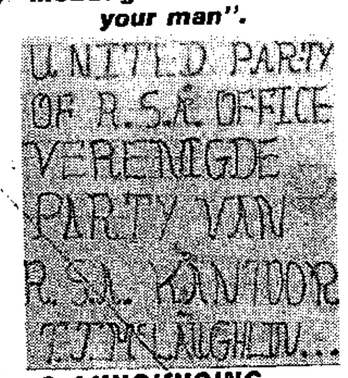
"Why should we which is (sic) coloured people stay second class citizens while an immigrant can become a first class citizen after five years?

"That will be one of our first recommendations to the Minister."

As far as the Party's relationship with the UDF is concerned, Rev



● *THE Rev Tom McLaughlin — "I'm your man".*



● *ANNOUNCING ... the all-new United Party.*

ban them. We can't allow a Party which stands for violence to operate. The coloured people are peaceful people. We'll only allow them to have meetings if they promise to be peaceful.

Inkatha will go the same way as the UDF if Rev McLaughlin has his way. "We are not against Africans," he says. "But Inkatha is a Zulu Party and the Zulus want to be bosses here.

"We don't need them — they must stand on their own. We are prepared to co-operate with the Makosa (sic). They are peaceful people.

I asked Rev McLaughlin where his Party stood on the matter of the Western Cape being a coloured labour preferential area.

He replied: "I'm against it. I don't know why the Labour Party has to come up with this."

INFLUX

And influx control?

He's against that too. "But I'm not saying why," he says.

against South Africa?

He's against that too. "Look at Zola Budd," he explains. "She wants to run for England but they are rejecting her. It's not fair. You know, these overseas countries complain about apartheid in South Africa. But their apartheid is worse."

"When was the last time you went overseas?" I asked him.

"I've never been. But I've read all about their apartheid in the newspapers."

On sporting matters, Rev McLaughlin believes there should be equal numbers of coloureds and whites in Springbok teams.

"We will insist that we hand out our own Springbok blazers. That is the only way to get equality."

GROUP AREAS

How does the United Party intend dismantling laws such as the Group Areas Act and the Immorality Act?

"That is our secret," says Rev McLaughlin. "If we make it public now, the other parties will know.

The exciting news, of course, is that the United Party will field four candidates in the elections.

"One in Worcester, one in Strand, one in Bonteheuwel and I'll be standing in Mitchells Plain. We'll ask our supporters to vote for the Freedom Party in areas where we are not standing."

"Then what is the difference between the United Party and the Freedom Party?" I asked him.

"They stand for apartheid," he replied.

Did that mean he was asking his supporters to vote for apartheid?

"No, the Freedom Party has kicked out Julies, who in my view was no leader. Booysen is better.

"How old are you?" was the final question I put to Rev McLaughlin.

"Sixty-five," he said. "... o. I mean 56."

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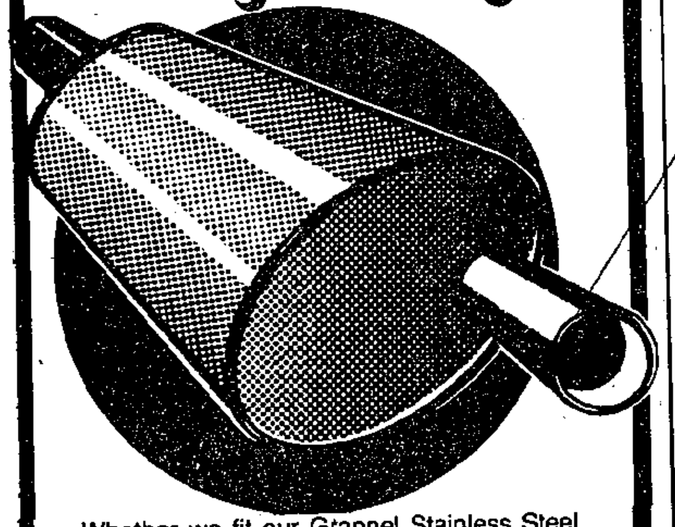

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Law will aid domestics

By SAM MABE

DOMESTIC workers have hailed the new legislation — soon to become effective — which gives them the right to sue their employers if they get injured while on duty.

The legislation, the Machinery and Occupational Safety Act (No 6 of 1983), makes it the responsibility of employers to provide safety clothing or other equipment that will protect an employee against injury while on duty.

The employer will also be expected to give full explanation of dangers involved in any task an employee is to perform.

Describing the legislation as a "little silver lining" on laws related to domestic workers, Mrs Leah Tutu, director of the Domestic Workers and Employment Projects (Dwep), said there were areas she thought needed to be covered by law on conditions under which domestic workers worked.

"I call this a little silver lining because domestic workers have had no recourse to the law in cases where they got injured due to their employers' negligence.

"But I need to know how far does this law cover domestic workers who are eaten up by their employers' dogs. This is one area that needs looking into because it is the duty of the employer to ensure that their dog does not attack a domestic worker, who is a member of the household," she said.

She also said that her concern was over domestic workers who have been attacked by robbers who strike during the day when the owners of the house were away.

"I don't suppose that this would be covered by the Act. Domestics will need some form of compensation for their sufferings in cases of such incidents taking place," she added.

A gardener, who would not be named, said he was happy to know that he could sue his employer if he injured his toes with a lawnmower or any other garden tool for which he has not been provided with proper boots.



JAYCEE Johannesburg launched a BMX track in Soweto at the ... have Soweto BMX fanatics form their own club which would then ... by the Jaycee's and Soweto Self Help Paraplegic Association on the ... Jaycees and Friday Mavuso of the association. They are

Cop denies ... on

AN EAST RAND Murder and Robbery Squad detective yesterday denied in the Benoni Regional Court that he had assaulted a man while interrogating him in connection with a robbery.

Warrant Officer Ernest Michael Holmes, who is attached to the Brakpan Murder and Robbery Squad, said this under cross-examination at the trial of Katlehong town councillor Mr Aaron Jimmy Hlahane (47) and two other men, Mr Meshack Mosiwe (38) and Mr Serei Mofokeng (38), all from Katlehong township near Germiston.

They have all pleaded not guilty to an armed robbery charge. They appeared before Mr L C Coetzee.

The State alleges that on December 19, 1982, in Katlehong, the three held up Mr Simon Tsotetsi, a driver for Ever-

By M...

last Manufacturers ... robbed him of his ... pany's kitchen fur... to the value of R41 ...

Recovered

Warrant Of... Holmes told the ... that after arresting three men, they ... ingly took him to a ... ber of houses in K... hong and Thok... townships where he ... covered some of the ... len goods.

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CAPE TIMES
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Rooms for servants debated

By EVELYN VOSLOO
Municipal Reporter

THE effects of the siting of servants' rooms on "social problems" in white residential areas, was the subject of lengthy debate during the monthly meeting of the Cape Town City Council yesterday.

The discussion arose from an application for waivers in terms of the Town Planning Scheme by the developers of a controversial tower block of flats in Beach Road, Mouille Point.

Although the servants' quarters were not included in the terms of the waivers applied for, several councillors objected because the design of the tower block makes provision for servants' rooms in a cluster on the ground floor.

Mr Ted Mauerberger said that an arrangement between the architects of the building and Mr Chris Joubert, when he was chairman of the Green and Sea Point Residents' and Ratepayers' Association, that the servants' rooms be in the building itself, had been "ruled out of order" by the chairman of the Town Planning Committee, Mr Clive Keegan.

Mr Mauerberger said he had not been allowed to put his case before the Executive Committee, to which the chairman, Mr John Muir, replied that he had been unaware of the request.

Mr Joubert said that in his experience as a police reservist, cluster-type servants' rooms led to "problems". Residents of each floor should take responsibility for their servants whose rooms should be on the same floor as their flats, he said.

Mrs Joan Kantey said police representatives had told her that there were fewer problems if servants' rooms were on the same floor as their employers' flats.

Mrs Eulalie Stott said servants' rooms should be attached to the employer's flat.

Mr J S Rabinowitz said the "problems we have had with servants' quarters in Sea Point are legion".

He appealed to the council not to "add to the problems of the police" by allowing the servants quarters to be on the ground floor of the tower block.

Report

Mr Keegan said the location of the servants' rooms had nothing to do with the waivers for which the developers had asked the council. The waivers concerned the level of the parking garage floor and ceiling, the setback from Bay Road and a carriageway leading to and from the block.

His committee had decided to refer the question of servants' quarters in houses and flats to the City Administrator. His report was being awaited, he said.

AKGUS 30/5/84 294

CITY COUNCIL

Flats 'hide servants' slums'

By MICHAEL MORRIS
Municipal Reporter

MANY palatial flat blocks in Sea Point conceal appalling servants quarters which resemble slums of the 1920s, says city councillor Mr Chris Joubert.

Mr Joubert said domestic workers in the area needed better living conditions which could be ensured by providing quarters within the blocks of flats themselves and not in separate buildings.

Mr Joubert said the only flats where police had had no trouble in Sea Point were those where servants' quarters were provided on each floor and not separately as planned in a development in Mouille Point.

Mr Joubert was taking part in a debate at yesterday's City Council meeting during which several councillors criticised the building of separate quarters for servants in flat blocks in Sea Point.

The lengthy debate arose from discussion on relaxing certain town-planning regulations for the construction of a 15-storey flat block facing the sea in Surrey Place, Mouille Point.

Developers plan to build a separate block for servants.

Mr Ted Mauerberger criticised the town-planning committee for preventing him, at an earlier meeting, from presenting the case for servants quarters on each floor where domestic staff could be properly controlled.

He said the architects of the flats had made an agreement with the Green and Sea Point Ratepayers' Association not to build separate quarters, but he had been prevented from discussing this with the committee.

The chairman of the town-planning committee, Mr Clive Keegan, said the agreement had nothing to do with the City Council and the relaxations of the town-planning scheme were not connected with servants' quarters.

Safety law leaves domestics' position 'largely untouched'



THE DOMESTIC WORKER — may now charge her employer.

By Kate McKinnell

The position of domestic servants will alter little when they are covered by a new occupational safety law, says Mrs Bernadette Mosala, Director of Home and Family Life of the South African Council of Churches.

According to another expert, area manager of the National Occupational Safety Association, Mr Raymond Meyer, the new Machinery and Occupational Safety Act will cover all master/servant relationships.

He said the Act — due to take effect this month — would require the employer to ensure that the employee's work was done as safely as possible.

Failure to make adequate safety provisions could result in a fine of R2 000, a 12-month jail sentence or both.

"The new law does not provide for any compensation to the domestic servant," said Mr Meyer.

"But if the employer is penalised for not taking adequate safety measures, the domestic servant has more chance of receiving compensation in a civil case."

The servant in question would have to approach a lawyer to institute a civil action against her employer.

But, as Mrs Mosala pointed out, such workers "have neither the time nor the money to contact a lawyer".

"Besides, they are often too scared of losing their jobs to bring charges against their employers. It is only when women are completely disabled that they approach us.

"These women have neither the time nor the money to contact a lawyer. Besides that, they are often too scared of loosing their jobs and vital salaries to bring charges against their employers."

"It is unlikely that many domestic servants will get to hear about this law," she added.

"Even if they do, they will hesitate to enforce their rights, because they are too frightened or ignorant to do anything."

Mrs Mosala said it was generally difficult to establish who was to blame in domestic accidents, especially as there were often no witnesses.

Nosa's Mr Meyer agreed it was unlikely that many domestic servants would make use of the new Act.

He said it was designed primarily to cover informal employment situations and had not been introduced because of a history of domestic accidents.

Mrs Sheena Duncan, president of the Black Sash, said her organisation rarely saw cases of women injured while working in homes.

"If domestic servants have good relationships with their employers, they will hesitate to lay charges.

"Some employers will provide for their injured employees, paying their medical expenses or giving them time off," said Mrs Duncan.

She said a far more meaningful change would be the inclusion of domestic workers in the Workmen's Compensation Act — which provided a central fund paying compensation to workers injured on the job.

This would be easy to implement because employees would merely have to send in reports of accidents.

Bop residents hit authorities

GA-RANKUWA and Mabopane residents yesterday attacked local authorities for doing little to alleviate housing shortage in the two areas and also evicting families who failed to pay rent before the 7th day of each month.

Residents said they were being "treated unfairly" by officials who locked the houses without notice. They said they feared that, with the housing waiting list soaring high, authorities could take advantage of evicting other residents to make way for those still awaiting houses.

A resident, Mr S Poo, said no building projects were carried out in both townships to ease the housing crisis since the take over by the Bophuthatswana government. He said only private companies showed interest in providing housing for their employees and that the under-privileged would remain hopeless for a long time.

Roads

"Rents in Mabopane are increasing from time to time, but there is no practical improvement in the area. Roads are bad, there are no recreation facilities and residents are not represented properly by councillors," he said.

Some of the residents in Ga-Rankuwa said most were unable to submit payments on time because they had no one to send to the office. They said some had to stay away from work and that the act put their jobs in jeopardy.

A spokesman at the Ga-Rankuwa township manager's office said it was a rule to take action against residents who failed to pay rent before the 7th of each month. He said the step was decided upon after it was realised that most people ignored the previous way of cutting off the electricity supply. No one was prepared to comment at the Mabopane office.

Domestics to hold indaba

294 14/6/84

THE South African Domestic Workers' Association (Sadwa) will have a general meeting at the Christ The King, Saratoga Avenue in Doornfontein at 12.30 pm today.

The agenda will include a report-back of the national executive council, which was held in Cape Town recently and the launching of the Orange-Vaal region.

Sadwa's chairperson, Mrs Margaret Nhlapo invites all members to the meeting. She can be contacted at 838-7606 for further information.

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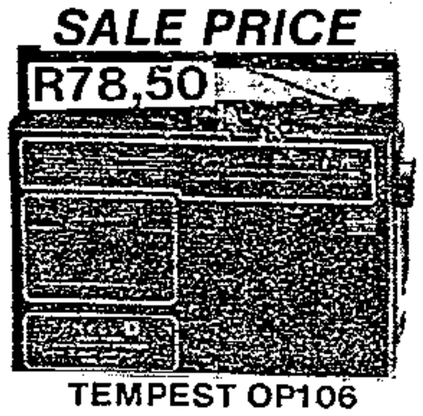

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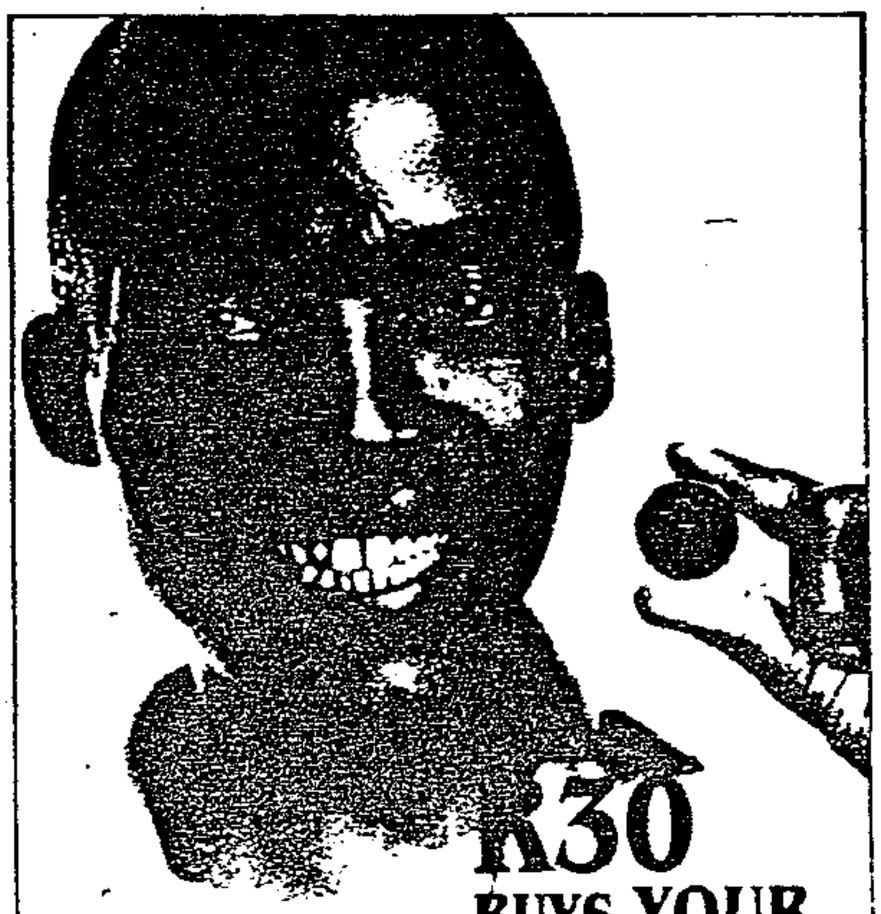

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Safety law covers domestic workers

EAST LONDON — All householders employing domestic workers or gardeners will be responsible for their safety and health under the new Machinery and Occupational Act which will come into practise in July.

Mr A. A. Weich, the chief inspector of the Department of Manpower in Pretoria, said yesterday that the act made provision for the safety of persons at a work place, in the course of employment or in using machinery.

Mr Weich said domestic employees were also entitled to the protection of the law.

He said an employer or householder could be held liable for a criminal offence if an employee was injured due to unsafe surroundings and machinery.

Such offences would be dealt with as any other criminal offence in court, for which a fine or prison sentence could be given, he said.

As an example, he said if a domestic employee was injured while working with a faulty electrical appliance, the employer would be liable.

If such an accident occurred, an inspection of the injured employee's working conditions could be held if deemed necessary, he said. — DDR

No pay for injured domestic under Act

By Kate McKinnell

A new Machinery and Occupational Safety Act will not provide compensation for domestic servants injured at work but instead will aim to prevent accidents.

This was said by a spokesman for the National Occupational Safety Association (Nosa). He was reacting to criticism that the Act, expected to come into operation in July, will not benefit domestic workers who are included under the Act for the first time.

The criticism has been that workers would be unwilling or afraid to report their employers' negligence and would receive no compensation for their injuries because the Act provided only for the employer to be charged.

INCAPACITY

Nosa says the Act will prevent domestic accidents by enforcing a common law responsibility on employers to protect their workers.

They will have to report all incidents which incapacitates them from working or limits for 14 days or more the ability to work.

The incident will then be investigated and if it is found to be caused by the employer's negligence he will be prosecuted and liable to a fine of R2 000 or 12 months' imprisonment or both.

CHECKS

The employer is required to take all the necessary steps to comply with the Act. Merely giving orders is not enough.

Employers must also instruct those carrying out tasks and continuously train and educate them in safe working habits.

The brochure gives a list of safety checks:

- Clean windows to allow for adequate lighting and adequate electrical lighting in good working order.
- Adequate ventilation in all domestic bedrooms.
- Regularly emptied rubbish bins with fitting lids.
- Dangerous machines in the home should be properly guarded and maintained.
- Switches on the circuit boards and and gas supply valves properly marked.
- Home chemicals properly stored, sealed and marked.
- Foot protection — shoes must be worn when mowing lawns.
- Protective clothing worn where necessary.
- Adequate signs to warn of animals.
- Swimming pools fenced.



Bill could prevent domestic workers from getting injured.

available, it is not possible to say, at this stage, when it would be tabled.

†Dr M S BARNARD: Mr Speaker, arising out of the hon the Minister's reply, I want to ask the hon Minister whether he thought, when the then Minister of Health and Welfare appointed this commission four years ago, that this report was urgent and very important and if the then Minister was still the Minister today, whether he would be dissatisfied with the time that has elapsed in the meantime.

†The MINISTER: Mr Speaker, I think the hon member should rather place that question on the Question Paper, so that the then Minister can ask the present Minister to reply to that.

Silvertree Crèche, District Six

*12. Mr G B D McINTOSH asked the Minister of Community Development:

(1) Whether his Department intends taking any steps in respect of the Silvertree Crèche in District Six; if so, (a) what steps, (b) when, (c) why and (d) how many children will be affected by these steps;

(2) whether, as a result of these steps, compensation will be paid to a certain organization, the name of which has been furnished to the Minister's Department for the purpose of his reply; if not, why not; if so, (a) what is the name of this organization and (b) what will be the amount of the compensation;

(3) whether alternative accommodation has been provided for the crèche; if not, why not; if so, where;

(4) whether his Department has received any representations regarding this crèche; if so, (a) when, (b) from whom and (c) what was (i) the nature of the representations; and (ii) his response thereto;

(5) whether he will make a statement on the matter?

The MINISTER OF COMMUNITY DEVELOPMENT:

(1) Yes.

(a) Termination of the lease with the management;

(b) with effect from 1 September 1984 or later date as may be agreed on with the management;

(c) because the building must be demolished for road construction by the Municipality of Cape Town in the process of carrying out the urban renewal programme.

(d) 105.

(2) No. Because the building belongs to the State.

(a) and (b) Fall away.

(3) Yes, the Department has assisted the institution to find alternative accommodation in Queens Road, Walmer Estate.

(4) Yes.

(a) During March 1984.

(b) Mr C W Eglin, MP.

(c) (i) That the road construction should not be proceeded with or that an alternative building be made available.

(ii) That alternative premises have been found.

(5) No.

Orange Free State: separate townships

*13. Prof N J J OLIVIER asked the Minister of Community Development:

(1) Whether, with reference to his reply to Question No 27, standing over, on 15 June 1984, his Department is taking or has taken any steps to separate Black and Coloured persons living in the vicinity of Bethulie; if so, (a) why, (b) when, (c) what steps, (d) how many persons are involved and (e) where will they be moved to;

(2) (a) what are the names of the Coloured leaders from whom his Department received requests for separate townships for Coloured persons in the Orange Free State and (b) when were these requests received?

†The MINISTER OF COMMUNITY DEVELOPMENT:

(1) No.

(2) I consider the requests to be of a confidential nature and the names can therefore not be divulged. Mr Speaker, if the hon member is really interested, I shall give them to him on a personal basis. I have sufficient confidence that he will not misuse the information.

†Prof N J J OLIVIER: Mr Speaker, the hon Minister has not replied to the first part of my question.

†The MINISTER: Mr Speaker, I have replied to it. There were no representations about the first part.

214 ~~[illegible]~~ Hansard Q. Col. 1761 22/6/84

Domestic workers: accommodation

*14. Mrs H SUZMAN asked the Minister of Co-operation and Development:

(1) Whether, with reference to his reply to Question No 11 on 4 April 1984, the formulae in respect of Black employees in blocks of flats have been adapted to make provision for special arrangements in deserving cases; if not, (a) why not and (b) when is it anticipated that the particulars of these arrangements will be finalized; if so, what are the revised formulae;

(2) what (a) criteria will be applied and (b) procedure will be followed in determining deserving cases?

The MINISTER OF CO-OPERATION AND DEVELOPMENT (Reply laid upon the Table with leave of House):

(1) Yes.

(b) The revised formulae is as follows:

Flats of up to two bedrooms—one Black domestic servant for every six flats.

Three and more bedroomed flats—one Black domestic servant for every three flats.

In addition to domestic servants the following Black service personnel (i.e. personnel who perform essential duties in and to the buildings and on the premises):

1 to 8 flats—1 worker. 9 to 18 flats—2 workers. 19 to 35 flats—3 workers. 36 to 45 flats—4 workers. 46 to 75 flats—5 workers. 76 to 100 flats—6 workers and 101 to 130 flats—7 workers.

The formula is also applicable to sectional title residential premises, except where the construction is such that each unit forms a separate dwell-

ing, in which case it is regarded as an ordinary dwelling.

Suitable residential accommodation for Black workers available on the premises concerned will be preferably allocated to:

Firstly the worker who performs essential duties to the whole community on the premises (service personnel) and who works such long hours that the hours of work together with travelling time to and from his work do not allow him sufficient time for recreation at home;

and secondly compassionate cases which demand that the worker be on the premises for exceptionally long periods.

Applications to exceed the numbers of workers provided for in the formula are considered on merit by a committee of the Development Board on which the Chief Commissioner serves.

(2) Each case will be considered on an *ad hoc* basis to determine its merits.

*15. Mr R R HULLEY.—Mineral and Energy Affairs—Reply standing over.

Certain officer member of Police Force

*16. Mr R R HULLEY asked the Minister of Law and Order:

Whether a certain officer, whose name has been furnished to the South African Police for the purpose of the Minister's reply, is a member of any branch of the South African Police; if so, (a) what is the present rank of this officer and (b) for what period has he been serving in this capacity?

The MINISTER OF CO-OPERATION AND DEVELOPMENT (for the Minister of Law and Order):

Yes.

(a) Brigadier.

(b) Since 1 June 1983.

Delville Wood Memorial

*17. Mr B R BAMFORD asked the Minister of Community Development:

(1) Whether it has been decided to erect a new Delville Wood Memorial in France; if so, (a) why and (b) when was the decision taken;

(2) whether consideration was given to erecting the memorial in the Republic; if not; why not;

(3) whether the memorial is to be located on the site of the present memorial; if so, (a) why and (b) by whom was the present memorial designed; if not, where will it be located;

(4) whether (a) survivors of the Battle of Delville Wood and (b) ex-servicemen organizations in the Republic were consulted prior to the plans for the memorial being drawn up; if not, why not; if so, (i) when and (ii) with whom were consultations held;

(5) whether any inscriptions are to be placed in or on the memorial; if so, what inscriptions;

(6) what is the total estimated cost involved in erecting this memorial;

(7) whether the State will be responsible for the total cost; if not, who will contribute towards the cost?

†The MINISTER OF COMMUNITY DEVELOPMENT:

(1) A new memorial is not being erected, but a commemorative museum.

(a) The Minister of Foreign Affairs, after a visit to Delville Wood, recommended to the Cabinet that a commemorative museum be erected there to show the countries abroad what sacrifices were made by South African citizens, in the interests of freedom in the Western world, thousands of miles from their father land;

(b) the Cabinet approved the recommendations in December 1980.

(2) No, the intention is that the contribution of South African citizens in foreign countries must be made known abroad.

(3) Yes.

(a) as in (2) above, and

(b) Sir Herbert Baker.

(4) No, not in their personal capacities as the organizations that were consulted are regarded as being representative.

(5) It is being considered in collaboration with the consultants and other interested parties.

(6) The estimated total costs of the commemorative museum, including the bronze panels, is in the region of 5-6 million Rand.

(7) The State will guarantee the costs at this stage. A Fund Raising Committee has, however, been appointed to collect funds for the contents of the museum and for as much of the erection costs as possible.

For the information of the hon member, I wish to mention that representatives of the various political parties in the House were informed of the project from the beginning and that no objections in principle thereto were raised. I thus find it very strange that this major project of the Government to honour the South Africans who died in the battle of Delville Wood and other wars be questioned.

Mr B R BAMFORD: Mr Speaker, arising out of the reply of the hon the Minister and in particular the last paragraph thereof, is he aware that last year the Official Opposition, in a letter to the hon the Minister of Foreign Affairs, pointed out on the basis of an amount of R3 million, which I understand is now doubled, that there would be public alarm at the amount involved, and secondly is he also aware that the Official Opposition indicated that there was no way we could agree to a museum or memorial which would dominate the present war memorial at Delville Wood?

†The MINISTER: Mr Speaker, from a copy of a letter that I have seen and that was written after the matter had been discussed with the caucus of the Opposition, I do not get the impression that the Opposition adopted such an attitude. So much for the last part of the hon member's question. With regard to the first ~~part~~ of his question, I am under the impression that the hon member of the Opposition who wrote the letter was very impressed and said that the Opposition caucus, after they had received a report from the hon Minister of Foreign Affairs, was very pleased with the principle that this was being done. There were a few doubts about whether the monument was not too expensive and whether the public might not put some questions. The conclusion that was reached, however, was that the caucus generally agreed with the idea.

CAPE Times 23/6/84

Domestic workers: Revised housing formula

HOUSE OF ASSEMBLY. — The Department of Co-operation and Development had made provision "in deserving cases" for black domestic workers at apartment blocks to be accommodated at their places of work, the Minister, Dr Piet Koornhof, said yesterday in reply to a question from Mrs Helen Suzman (PFP Houghton).

According to the new formula, Dr Koornhof said, blocks with flats of up to two bedrooms could house one black servant for every six flats. Blocks with flats of three and more bedrooms could house one servant for every three flats.

Apart from this, accommodation was also provided for other black workers on the premises.

Dr Koornhof said applications to exceed the number of workers allowed to live on the property were considered on merit by a committee of the Development Board.

He added that residential accommodation would preferably be allocated to workers performing "essential duties to the whole community on the premises" and who worked such long hours that they would not have sufficient recreation time at home.

— Sapa

Wage rise for maids call

By BERYS BEHR
GILLINGHAM

MINIMUM wages for domestic workers have been recommended by a special study group — and employers are urged to pay housemaids, cooks and gardeners 10 percent more than last year.

Recommended wages for 1984 are:

● A fulltime, living-in domestic, relatively unskilled, should earn about R108,80 a month, and a skilled worker in the same position should earn at least R134,80.

● A fulltime, living-out domestic worker, relatively unskilled, should be paid R126,50 a month, and her skilled counterpart should earn about R154pm.

● Daily paid domestic workers should get R2 an hour plus transport expenses, breakfast, midday meal and working clothes.

● An unskilled gardener should receive transport, two meals and about R10,50 a day.

● Overtime and babysitting should earn R1,50 a hour.

The recommendations, based on research in the Pretoria area, were compiled by representatives of various organisations.

A spokesman for the study group on the Legal Position of Domestic Workers said the 10 percent increase was based on rises in the consumer price index.

Mrs Margaret Nurnberger said: "Research on the consumer price index was conducted by the University of Port Elizabeth, and the recommended wages have been approved by the Citizens Advice Bureau, the Union of Jewish Women and many black organisations.

"The Domestic Workers and Employers Project in Johannesburg has also approved the figures, although their own suggested wages are slightly higher."

Arguing the case in favour of families employing domestics at a time when many may be tempted to tighten purse strings, the study group says: "A domestic worker costs money, but so do gadgets, except that the running costs are hidden in electricity accounts etc."

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CITY PRESS, July 22nd, 1984

Child slavery racket in SA

Kids lured to cities — study

STARTLING information on child slavery has been uncovered by the Workers' and Employers Project and the SA Domestic Workers' Association in a major investigation involving hundreds of black girls – some of them only 10 years old.

The racket involves dozens of young girls who have been lured to cities with the promise of good wages and living conditions.

The bubble bursts when they reach their employers, according to Sadwa, who said they had found victims "trapped" in miserable conditions.

CP Correspondent

The probe started a few weeks ago when Sadwa's Durban office was approached for help by one of the young victims, who spoke of what she called the "horrors of being a domestic worker in South Africa".

Johannesburg branch chairman Margaret Nhlapho said the racket was "shocking and disgusting", and involved African, Indian and coloured children.

She said she had visited more than 50 families in Soweto alone, where children were "terribly abused mentally and physically by people of their own nationality".

Ms Nhlapho told City Press she had found a similar situation in Pietersburg and Germiston.

She said it was no use branding whites as the main exploiters, as some African people had been found to be cruel and brutal abusers.

Community worker Mary Mkhwanazi, Sadwa's Natal organiser, said the racket was "one of the cruellest things done by African employers to their workers".

"Child slavery is evil and brutal. It is proof of how thousands of domestic workers are being exploited," Ms Mkhwanazi said.

Sadwa officials said their investigation was aimed at putting an end to the practice, and they promised not to rest until the people responsible had been brought to book.

Ms Mkhwanazi said the network of illegal "employment bureax" existed all over the country, but were most active in Bloemfontein, Kimberley, Durban and Johannesburg.

S. Express 22/7/84

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Domestics are also mothers

IN SOUTH Africa the ready availability of cheap domestic help has been important in freeing women to work outside the home. But the domestics are also working mothers. What happens to their families?

A paper presented at the recent Carnegie Conference on poverty in Southern Africa revealed that some black working women were leaving pre-school children alone at home because of the chronic lack of child care facilities in black areas.

'Child care and the working mother: a sociological investigation of a sample of urban African women' by Dr Jackie Cock, Ms Erica Emdon and Ms Barbara Klugman, found these women suffered under the double workload of mother and worker.

The authors conclude that a wide variety of changes are necessary to relieve the tension experienced by working mothers.

"The most obvious of these changes is the need for quality day care, but in addition, our study should have demonstrated the need for maternity leave with pay and without penalty to the worker."

This raises fundamental questions about how our society is structured and involves shifting the boundaries between the 'private' and 'public' spheres.

At present, the authors say: "It is not a struggle on the larger social terrain involving collective effort, but one often conducted by women alone within the hidden, isolated arena of the household; it is often a struggle of desperate dimensions, a struggle of a deeply moving kind."

Raids on domestics 'affect 300'

By EBRAHIM MOOSA

MORE THAN 300 domestic workers have been affected by midnight police raids on six blocks of flats in the Sea Point area during the past week, Miss Maggie Oewies, chairwoman of the Domestic Workers Association (DWA), said last night.

Speaking at a meeting in the Green Point Art Centre, Miss Oewies said: "Employers are not responsible in their duties towards their domestic workers in terms of the Key Law."

Police kicked the doors open and plainclothes police did not show any identification, she said. If workers were not in their quarters, police forced their way in to search the rooms.

'Cool attitude'

"It is the employers' responsibility to accompany the police to their servants' quarters whatever hour of the night. We also protest against giving the key to a manager or caretaker to accompany police. In terms of the law the employer is to accompany police. Employers did not protest against the law when it was introduced in 1982."

Employers had a "cool attitude" towards workers who complained of police harassment at night, Miss Oewies said. To comfort workers, employers usually said "they (the police) have always done it".

One domestic worker, Miss Susan Zal, said she was beaten twice by police during the past few weeks.

"They (police) said there was someone in my room and kicked the doors open. They searched the room and found nothing," she said. Police then said that a man sleeping in the yard was her visitor. She denied this and an altercation between her and the police followed. She was taken to the police station and later released.

Miss Doreen Jacobs, a domestic servant, asked from the floor why workers could not have even family to visit and stay at weekends when most workers were from out of town.

Miss Oewies said Sea Point had 10 000 domestic workers but there were no recreation facilities nor any social life for them. Living conditions for workers in most cases were damp and without hot water or electricity after 10pm.

Captain Gerhard van Rooyen, police liaison officer for the Western Province, last night said he was aware that, in the past week, members of the Sea Point police had acted on two bona fide complaints of illegal occupants in domestic servants' quarters. He also confirmed that other investigations had been initiated after complaints had been received from the public.

He said he was aware that detectives had at times forced entry to make arrests on occasions when occupants had refused to open the doors.

Police violate Key Law, say domestics

28/7/84

Staff Reporter

IN RESPONSE to the police raids on domestic workers in Sea Point, the Domestic Workers' Association is to embark on a campaign informing employers about the Key Law — which the DWA believe is being violated by the police.

According to DWA chairwoman Miss Maggie Oewies, more than 300 raids in the early hours of the morning have been carried out by the police in the past week.

In terms of the Key Law — introduced in 1982 — employers of domestic workers must be in possession of a key to their servants' quarters and must accompany the police when they visit their employees' rooms, Miss Oewies said.

During the current raids, police had gone straight to servants' quarters and demanded entry, and on many occasions had kicked doors down. Plainclothes police had not shown identification, she claimed.

"I would like to see the police going to the employers at 4am and waking them up to accompany them on a raid," Miss Oewies said.

Employers had a "cool attitude" towards workers who complained of police harassment at night. To appease workers, they usually said the police had always carried out raids on domestics, she said.

"Because employers are not objecting to the raids, we believe the Key Law is being violated, and we intend drafting a letter to employers informing them of our complaints and their rights and duties."

Miss Oewies went on to point out that employers, living in the "lap of Sea Point luxury", had little or no idea of the living conditions of their domestic servants — or any idea of the responsibilities of their work.

"We are running their homes for them and looking after their children, and yet they do not know that some workers have to wash using cold water and a bucket, or that in some flats there are about 16 to 18 women sharing washing facilities."

● According to a police spokesman this week, members of the Sea Point police had acted on two bona fide complaints of illegal occupants in domestic quarters.

Other investigations had been initiated after complaints from the public, and detectives had at times forced entry to make arrests on occasions when occupants had refused to open doors, the spokesman said.

Week End Post

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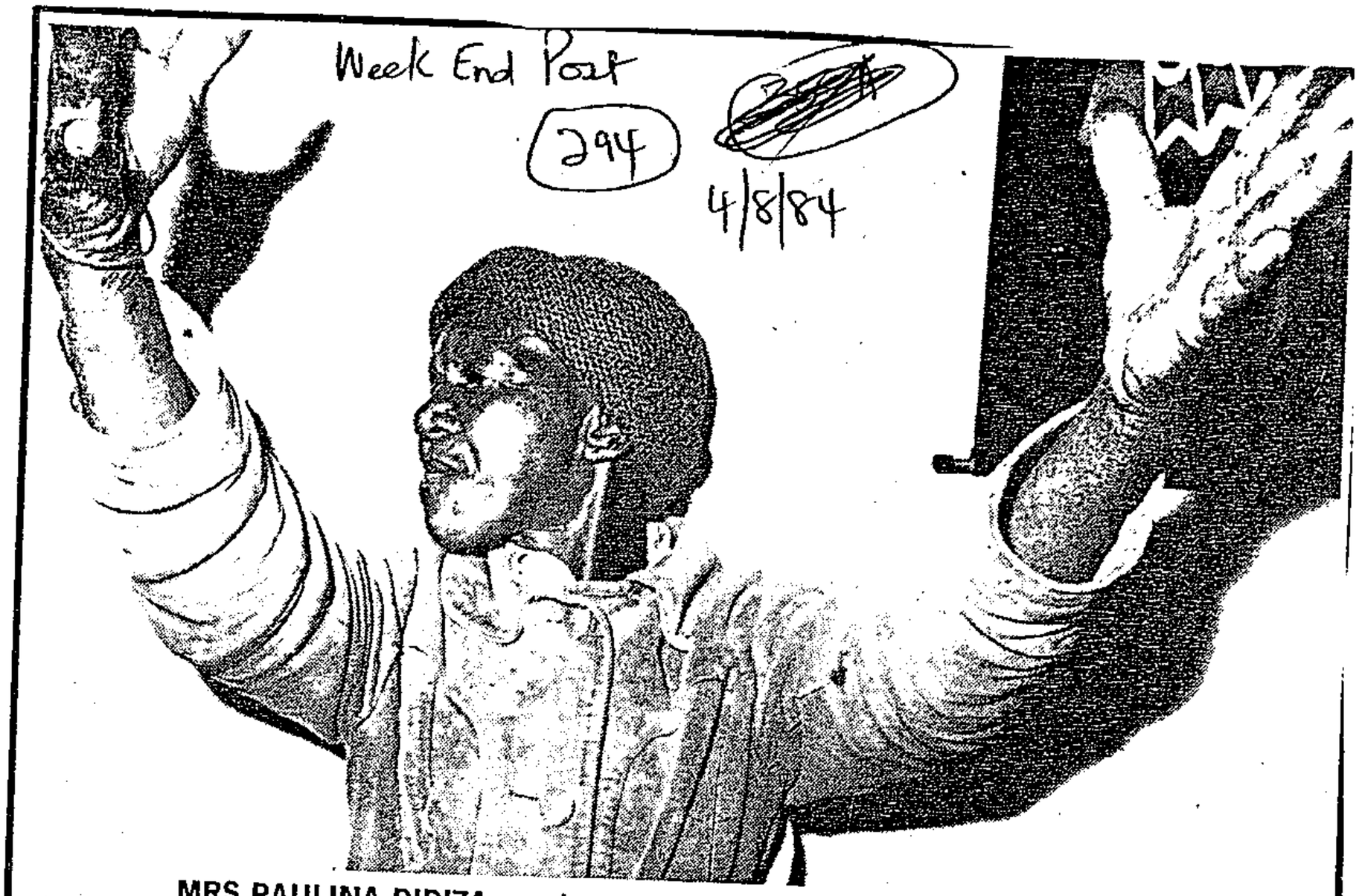
4/8/84



MRS PAULINA DIDIZA . . . she needed more money to buy a pair of shoes.

Domestic worker says she was fired when she asked for a rise

Weekend Post Reporter

ACCORDING to her reference book, diminutive Mrs Paulina Didiza was employed from 1936 as a domestic worker by the same boss who, she says, sacked her recently after she asked for a rise from R27 a month.

The Domestic Workers Association has taken up her case and is seeking legal advice.

Mrs Didiza worked for Mr Ben Kemp in Newton Park. In her reference book he has recorded that she started working for him in 1936.

Mr Kemp said he could not remember the date. Mrs Didiza could not remember either, but it was "before the Hitler war".

She said she started working for Mr Kemp for £4 a month and this increased to R27. She worked six days a week and slept in, until recently, when she starting working two days a week for someone else.

Because she wanted to buy a pair of shoes, she asked Mr Kemp for more money and he told her she had better find another job. She was told to remove her things.

Mrs Kemp told Weekend Post she could not remember how long Mrs Didiza had worked at her home, and did not know what her husband was paying her.

Mr Kemp said he thought Mrs Didiza used to work for him before the Second World War, but he couldn't be sure.

Later he said she worked for him for 15 years full time and then 15 years part time. He declined to say what he was paying her.

He said: "She was drinking all the time and when she took the part time job she left early. I told her she had better look out for another job."

Fire to buses: many now have to walk to work

Post Correspondent

GRAHAMSTOWN — Hundreds of domestic workers in Grahamstown are being forced to walk to their places of employment every morning because of a critical shortage of public transportation.

The shortage arose after most of the Grahamstown bus service fleet was destroyed during a fire at the township depot.

Arson is suspected.

The owner of the company, Mr M J Wright, said that he was operating with six buses, two of which he managed to save from the blaze.

"I hope to be running fairly satisfactorily by the end of this week or by the middle of next week.

"We have just started an express service to the hospital, which leaves from Joza Township at 6am and it gets hospital staff to work on time. This has also relieved my other buses," he said.

A domestic worker, Mrs Evelyn Ndlebe, said that she was still experiencing problems in the morning and had to wait for long periods, often resulting in her being late for work.

"I have to get up very early every morning and even so I still have to take a taxi sometimes.

"The taxi charges 50c into town, but the bus costs only 22c, so we are suffering," she said.

Mr Wright would not comment on possible reasons for an arson attack on his buses.

"This is not the first time. We had an arson case before, but we managed to extinguish the fire before much damage could be done," he said.

The police are still investigating the fire.

'Crazy' letter on raids challenged

Staff Reporter

A LETTER warning the tenant of a block of Sea Point flats that the police would carry out monthly raids on his servant's quarters, has been challenged by the police and the director of the firm on whose letterhead it was typed.

The letter advises the tenant to warn his "maid" that it will be "her entire responsibility if she has a friend/friends staying in her room".

"Furthermore, she has to open the door immediately on request by the police, otherwise the latter will force the door open. Any damages done to doors, windows etc will be the responsibility of the lessee and not the lessor."

Mr Julius Satz of Satz Brothers Trust said: "This is crazy. It's quite daft. I would never have sent a letter like that.

"Rest assured that it is not our policy to agree to having the doors of property under our control broken open.

"I don't deny that the letter originated at this firm, but I am terribly surprised. I certainly was not consulted."

The police, who have denied carrying out systematic raids on servants' quarters, yesterday denied having been involved in any negotiations with property administrators.

Raid letter a mistake — claim

Staff Reporter

A WOMAN who wrote a letter on behalf of a firm of property administrators, warning the tenants of a block of Sea Point flats that police would be conducting monthly raids on their servants' quarters, claims that she "made a mistake".

Ms Evelyn Otto of Satz Brothers Trust said the letter, sent to tenants of Doverhurst in Dover Road, had been the result of "a misunderstanding".

"I did not know exactly what the position was with regard to raids," she admitted.

In the letter, Ms Otto "advises" each tenant to warn his "maid" that it will be "her entire responsibility if she has a friend/friends staying in her room" and that "she has to open her door immediately on request by the police, otherwise the latter will force the door open."

Police have denied negotiating in any way with property administrators over raids, which they have repeatedly claimed are carried out only as a result of complaints and not on a regular basis.

Asked if she planned to send letters to the tenants explaining her mistake, Ms Otto said "Maybe. I am waiting for instructions."

She refused to comment further.

'Uncalled for'

The chairperson of the Domestic Workers Association, Ms Maggie Oewies, said the letter was a lesson to employers not to accept threats against their domestic workers without questioning them.

"Domestic workers have a hard enough time as it is. This type of threat is totally uncalled for and only serves to make the position of the domestic worker worse."

She said it was time that employers took some responsibility for their workers and their living conditions.

Help for the neglected

IN the past 15 years, there has been significant growth in the number of pension funds as industry and commerce have become more aware of their responsibilities, but growth in the domestic-service sector has been slow.

One of the schemes for domestic workers is Federated Life's Domestic Pension Fund. In January this year the administration and marketing of this fund were taken over by Federated Life from the CRP Group which established it in 1981.

The rationale of this takeover for Federated Life, which has underwritten the life-assurance benefits for the fund from its inception, is that it meets a need for a neglected sector of the population.

Dick Otto, assistant general manager, industrial pensions, of Federated Life, says the fund can be used to provide pension benefits for any employee.

The minimum contribution is R10 a month, the pension at retirement being related to the contribution period and age at retirement. There is also death and disability cover of R2 500, this cover continuing for up to six months when the member is temporarily unemployed.

Pensions are preserved for members who change jobs, but their membership is uninterrupted if they continue their contributions.

Mr Otto says: "The fund has been designed to take account of the needs of the domestic worker and the employee of a small business. It recognises that such a person may change jobs fairly often and is at risk of becoming unemployed."

Although response to the fund has been encouraging, many employers appear to be uninterested in the retirement problems of their employees — "it may be mere apathy, but is sometimes callous".

Know your rights

Nannies can have a word with madam

By LEAH MATLARE

IN a document whose theme is "Why Not Talk It Over Together", representatives from different organisations that deal with issues concerning domestic workers met to draw up a working document, representative of both the employees' and employers' needs and wants.

SOWETAN Woman spoke to Mrs Margaret Nhlapo, regional organiser of South African Domestic Workers' Association (Sadwa) about this meeting. She stated that:

"There is a definite need for something to be done for domestic workers, along the lines of a fairly comprehensive contract that both the employee and employer would sign before any work was undertaken to make sure they don't ignore you," said Mrs Nhlapo.

It was recommended that wages be paid on a regular basis, as the domestic workers involved also had a budget and certain accounts that have to be paid on time as with any other housewife. In assessing wages, the following factors would have to be taken into account as well: inflation, improved skills and the question of a yearly bonus. Double wages or a train ticket to her/his home once a year would also be appreciated.

Time off

Annual leave on three weeks' full pay is the next recommendation.

Regular time off should also be given, e.g. one day and a half day per week. It should be noted that no work the employee on her/his day off — it should indeed be a day off.

Any change in the days and hours of work, or any additional piecetime work undertaken should be mutually agreed on by both parties. As regards accommodation — it should be safe and comfortable and contain the basic necessities any home would require, like a toilet that works, among other things.

Visitors

Arrangements regarding casual visitors must be discussed regularly.

Should any of the parties wish to serve notice, a termination of the services provided after the first probationary month, one month's notice is what should be given either party.

"We would like people to know that Sadwa has every intention of enforcing these contracts on behalf of their members once they have been signed by both parties. Fortunately for us, Wradebo and Mohle, who formerly ignored us because we are not a registered union, are now accepting us in spite of this legal drawback. It is for all of us to assert ourselves and our rights and make people sit up and take notice of us — "This contract is to be available from the Registration Office, where employers normally go to seek people to work for them.

Agree

"This contract will help avoid misunderstandings and disputes as regards what people normally think they agreed upon, but never thought to write down on paper.

"It is desirable therefore that both parties must understand each point and be fully satisfied about the terms of employment," is what Mrs Nhlapo emphasised was the idea behind having such a contract.

The issues dealt with in this document cover:

- Recommended wages;
- Increments;
- Annual leave;
- Transport;
- Pensions and insurance cover;
- Accommodation;
- Time off;
- Visitors; and
- Period of notice and termination.

Wages

Some of the ideas put forward as regards recommended wages are that a worker should be employed on an hourly or daily basis, and be paid for these hours only, but this should be done in a formal organised manner.



DOMESTIC: She is also entitled to some rights whenever she enters into a contract.

'Yes' to domestic pension scheme

by Jennifer Tennant, Consumer Reporter

More than 60 percent of South African whites living in urban areas favour contributing to a pension scheme for domestic employees, a survey by a research company, Omnichek, has indicated.

But only half of the 505 white housewives surveyed in six major urban areas were in favour of wage increases for domestic workers.

The study revealed that 62 percent of the housewives' polled employed domestic workers.

More than 70 percent of the English-speaking housewives canvassed indicated support for the idea of contributing to a pension scheme, while only 52 percent of Afrikaans-speakers favoured the idea.

A quarter of all the people polled were undecided on whether salaries should be increased.

The English-speaking establishment were in favour of increasing wages: 65 percent responded positively.

In the top income group — more than R3 000 a month — more than 65 percent favoured salary increases for employees.

More than 56 percent of the people surveyed in Durban favoured wage increases.

In Cape Town and East London 54 percent favoured wage increases while in the PWV area 52 percent supported the idea.

The study found that less than a quarter of the housewives in Bloemfontein favoured wage increases for domestic workers.

Women's World

What is your domestic worker worth to you?

11/9/84 294 E. Post

Woman's Editor

INTERESTING facts about housewives' attitudes to wages and pensions for domestic workers have been revealed in a country-wide survey.

Research Surveys has published the results of its latest survey in which more than 500 white housewives in urban centres around South Africa were asked for their opinions on contributing to a pension fund for domestic workers and about wage increases for domestic workers.

There were equal numbers of English- and Afrikaans-speaking housewives in the sample.

Omnichek, who conducted the survey, is concerned with gathering information by means of personal interviews with housewives on their purchasing of household commodities, but interviews are also conducted on socio-economic issues.

The results:

Who employs domestic workers?

In interviews in the Pretoria-Witwatersrand-Vereeniging complex (PWV), Cape Town, Durban, Port Elizabeth, East London and Bloemfontein, the poll found that only 62% of white urban housewives employ domestic workers.

Sixty-nine per cent of English-speaking housewives and 54% of Afrikaans-speaking housewives have help in the home.

The higher the household income, the more likely it is that there will be domestic help.

Who would contribute towards a pension?

Most white urban housewives (76%) are in favour of contributing towards a pension for domestic workers.

Whatever the age of the housewives, they tended to approve of the pension scheme idea.

More English-speaking housewives (84%) were in favour of pensions than Afrikaans-speaking housewives (68%), and more Afrikaans-speaking housewives (17%) than English-speaking housewives (5%) actively opposed the idea.

In terms of household income it was found that the higher income bracket was more likely to support a contributory pension scheme than the lower income bracket.

For instance, of the housewives whose household income is greater than R3 000 a month, 85% supported the idea.

Even so, of the housewives whose household income is less than R599 a month, 62% supported the idea.

There was no great opposition to the idea of a pension scheme across the total spectrum of household incomes.

The reaction of housewives in different parts of the country also differed.

Durban, Cape Town and Port Elizabeth housewives were most in favour of a pension scheme (83%, 80%, 80%), as were PWV and East London housewives (76%, 74%).

Bloemfontein housewives responded with a 51% favourable reaction, but gave the largest negative response to the idea of contributing to pensions (32%). See Table 1.

Would you increase salaries?

Many housewives chose to hedge on the question "Should domestic workers' salaries be increased?"

Often as many as a quarter of the housewives interviewed responded with a "don't know' or "unsure" answer.

However, in general, half the housewives agreed that salaries should be increased.

English-speaking housewives were more in favour of increases than were Afrikaans-speaking housewives (65%, 35%), and there was a tendency for the higher income bracket to support increases more than the lower income bracket (66%, 38%).

In regional terms, PWV, Cape Town, Durban and East London housewives supported the idea of wage increases, while Port Elizabeth and Bloemfontein housewives were less agreeable (40%, 17%).

In fact, Bloemfontein housewives strongly opposed salary increases for their domestic workers (51%). See Table 2.



How much is your domestic worker worth to you? A countrywide survey reveals new facts about housewives' opinions on increases and pensions for domestic workers.

Table 1: Response to the idea of contributing to pensions for domestic servants.

	AGE				LANGUAGE		INCOME			
	18-24	25-34	35-49	50+	E	A	R3 000+	R1 600-R2 999	R600-R1 599	LESS THAN R599
Good idea	70	79	78	70	84	68	85	77	75	62
Bad idea	15	10	10	14	5	17	8	12	15	3
Don't know	15	11	12	16	11	15	7	11	16	35

	PWV	CT	DBN	PE	EL	B'TEIN
Good idea	76	80	83	80	70	51
Bad idea	21	9	8	4	6	11
Don't know	15	11	9	9	9	17

Table 2: reactions to the idea of an increase in salaries for domestic servants.

	AGE				LANGUAGE		INCOME			
	18-24	25-34	35-49	50+	E	A	R3 000+	R1 600-R2 999	R600-R1 599	LESS THAN R599
Good idea	45	56	50	42	65	35	66	48	45	38
Bad idea	28	23	22	32	16	33	25	23	27	31
Don't know	28	21	28	26	19	32	9	29	28	31

	PWV	CT	DBN	PE	EL	B'TEIN
Good idea	52	54	56	40	54	17
Bad idea	23	24	16	29	26	51
Don't know	25	22	28	31	20	32

ay, September 13, 1984 294 Mercury

Housewives back pensions for servants

Mercury Correspondent

CAPE TOWN—Although a majority of surveyed white housewives are in favour of contributing to a pension for domestic workers, only half of these housewives are in favour of increasing their salaries, a recent poll has shown.

The poll, conducted by a private company, put questions on pensions and pay increases to 505 housewives in the Pretoria-Witwatersrand-Vereeniging (PWV) complex, Cape Town, Durban, Port Elizabeth, East London and Bloemfontein.

The personal interviews were divided equally between English and Afrikaans speakers.

The poll showed 64 percent of those interviewed felt contributing to pensions to be a very good or a good idea.

Twelve percent said the idea was 'average', 11 percent felt it was a bad idea and 12 percent were unsure.

Eighty-five percent of English-speaking housewives were in favour of pensions, 5 percent against and 10 percent unsure.

Sixty-eight percent of the Afrikaans-speaking housewives were in favour, 17 percent against and 15 percent uncertain.

In Cape Town, 37 percent of housewives felt pensions were a very good idea, 37 percent said it was a good idea and nine percent were against.

Twenty-five percent of housewives were unsure about wage increases, 50 percent in favour and 25 percent against.

Sixty-five percent of English-speaking housewives were in favour of increases, 16 percent against and 19 percent undecided.

Thirty-five percent of Afrikaans-speaking women were in agreement, 32 percent undecided and 33 percent against.

Court told o trysts with i

Mercury Reporter

MURDER accused Craig Rutherford, 21, and his former girlfriend, Miss Jennifer Davison, 18, continued to meet secretly after she 'cooled off' towards him, the Supreme Court in Durban was told yesterday.

Mrs Mabel Marks, mother of Miss Davison, said this in evidence during Mr Rutherford's trial which is being heard by Mr Justice Kumleben.

Mr Rutherford is charged with murdering Miss Davison by shooting her in the head at the beachfront on December 4 last year.

He also faces charges of illegal possession of a gun and ammunition.

The State alleges that he went to the beachfront and shot Miss Davison in the head while she and her new boyfriend, Mr Michael Smyly, were walking to their car.

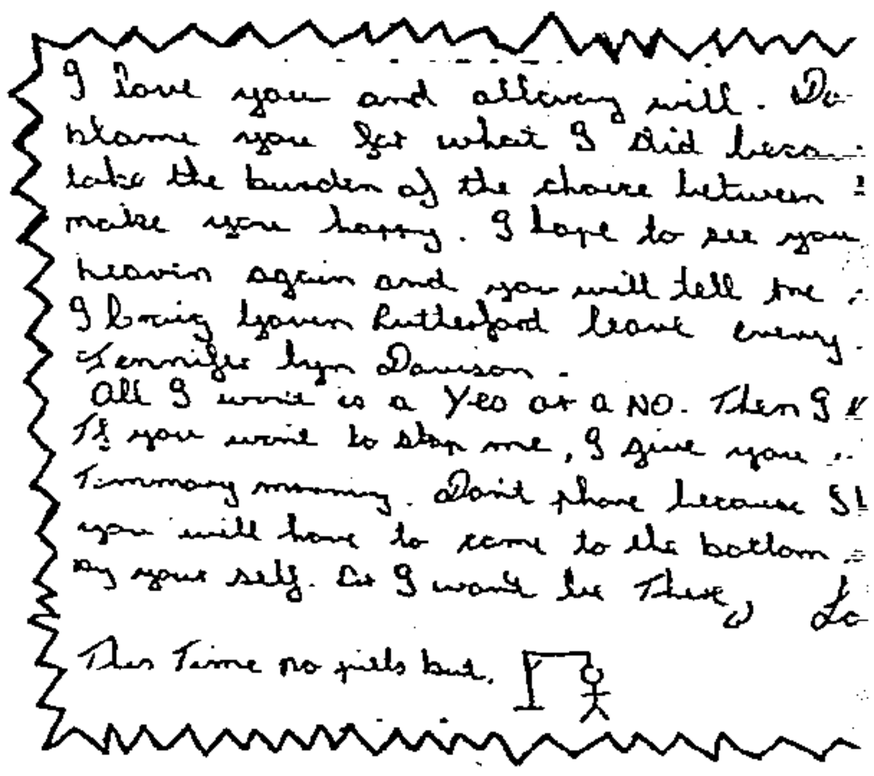
Mr Rutherford has pleaded not guilty to murder or possession of illegal ammunition, but guilty of possessing a gun without licence.

He has admitted firing the shot which killed Miss Davison but has denied that he intended to kill her.

Mrs Marks told the Court she and Jennifer's father had been divorced in 1973.

She said the Rutherfords were close neighbours and their son Craig had had a relationship with her daughter.

The relationship had become strained after he



I love you and always will. Do blame you for what I did because take the burden of the choice between make you happy. I hope to see you heaven again and you will tell me I bring Craig Rutherford home every Jennifer Lyn Davison.
All I want is a YES or a NO. Then I If you want to stop me, I give you Tomorrow morning. Don't phone because I you will have to come to the bottom by your self. As I want be there, I
This time no pills but.

Part of the letter Mr Craig Rutherford wr Davison.

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Mr Johan Blignaut discusses the training tape which his company produced with domestic workers Ms Sara Steyn (left) and Ms Elizabeth Mohoaduba.

Training tape for domestic workers

294

C-Times

21/9/84

Staff Reporter

A JOHANNESBURG organization has produced an audio training tape aimed at improving the skills of domestic workers.

The tape, the idea of Mr Johan Blignaut, actor, radio and TV personality, is designed to instil a sense of pride and professionalism in domestic workers. The aim is to promote motivation in such fields as household management, communiction, safety, productivity and security.

The tape is available in Zulu, Xhosa, North Sotho, South Sotho, Tswana and Tsonga and is accompanied by a pamphlet in Engilsh and Afrikaans which briefly outlines the contents of the tape.

Mr Marlon Hitzeroth, one of the founders of Productive Workers Incorporated (PWI), the non-profit organization which produced the tape, said the organization was formed three months ago and intended to improve the productivity of domestic workers.

He said the audio tape was the first project tackled by the company but there were plans to produce a video cassette along the same lines.

People who wish to obtain the tape can send orders to Productive Workers Incorporated, Box 91218, Auckland Park 2006. Orders should inlude R8,50 and state both the employer's and the worker's language preferences.

Thumbs up for domestic workers' pension scheme

Staff Reporter

ALTHOUGH most surveyed white housewives are in favour of contributing to a pension for domestic workers, only half of them are in favour of increasing their salaries, a recent poll has shown.

The poll, conducted by a private company, put questions on pensions and pay increases to 505 housewives in the Pretoria-Witwatersrand-Vereeninging complex, Cape Town, Durban, Port Elizabeth, East London and Bloemfontein. The personal interviews were divided equally between English- and Afrikaans-speakers.

The poll showed 64 percent of those interviewed felt contributing to pensions to be a very good or a good idea. Twelve percent said the idea was average, 11 percent felt it was a bad idea and 12 percent were unsure.

A total of 85 percent of English-speaking housewives were in favour of pensions, five percent against and 10 percent unsure. A total of 68 percent of the Afrikaans-speaking housewives were in favour, 17 percent against and 15 percent uncertain.

In Cape Town, 37 percent of housewives felt pensions were a very good idea, 37 percent said it was a good idea and nine percent were against.

A total of 25 percent of housewives were unsure about wage increases, 50 percent in favour and 25 percent against. Among English-speaking housewives, 65 percent were in favour of increases, 16 percent against and 19 percent undecided. Of Afrikaans-speaking women, 35 percent were in agreement, 32 percent undecided and 33 percent against.

In Cape Town, 54 percent said "yes" to wage increases, 24 percent said "no" and 22 percent said they were unsure.

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Breaking down gay job barriers

By Jean Waite

The Rand branch of the SA Gay Association is to set up a Gay Employment Workshop.

It will encourage homosexuals to "come out of the closet", to be frank with employers and discourage discrimination by employers.

The association says that an estimated 10 percent of the population is homosexual, which would make it difficult to find an employer who had no gay employees.

According to a survey carried out by the association, discrimination is rife in the form of dismissals or requests for resignation or in withholding promotion.

For this reason many gays are reluctant to disclose homosexuality. This, says the report, has undesirable psychological effects as the homosexual lives in fear that he or she will be found out.

The workshop organisers would welcome correspondence from employment agencies, trade unions and employers.

...ceived the 1984 Jaycees Foysa Award for outstanding work in his field.

Pensions for servants 'useless'

1/10/84 Star 294

Pretoria Correspondent

Do not subscribe to a pension fund for your domestic servant, recommends the Pretoria branch of the Black Sash.

Mrs Mary Harrop-Allin, the director of the Black Sash advice bureau, says pensions for domestic servants are not worthwhile — especially if they pay out between R40 and R60 a month.

This is because the state allowance, which at present stands at R57 a month, becomes forfeit if the private pension pays out more than R40 a month.

At present, only 0,7 percent, or about 4 000 of the half a million domestic servants in South African cities have pensions.

A survey by *The Star* found only two insurance houses that offer comprehensive policies.

A pension fund for domestic servants begun in 1975 by Old Mutual, closed down last year because of the lack of response from employers.

However, a poll conducted by Research Surveys, in which 505 housewives were interviewed, showed that 64 percent were in favour of contributing to a domestic servants' pension fund.

Mrs Harrop-Allin said there were two reasons why few people provided pensions for their domestic servants.

"Housewives do not regard their domestic servants as proper employees.

"Their own husbands are formally employed, but their domestic servants are not."

The second reason was that more informed employers realised their servants would forfeit much of their state allowance if they received private pension money.

The state pension is allocated on a sliding scale.

If the pensioner has a private income of R21 or less a month, he is paid the full state allowance of R57.

If he receives between R22 and R40 a month, his state pension is R38.

If the pensioner is married and his partner earns more than R80 a month, neither can draw a state pension.

The most successful domestic servants' pension fund, started in 1981 by Donna Wurzel, has 3 500 subscribers and is presently paying out two pensioners.

One pensioner receives R21 and the other R31 a month.

The first pensioner is paid an additional R57 a month by the state pension fund, making a total of R78.

The second pensioner received an extra R38 a month, making a total of R69.

The Black Sash suggests employers invest in property for their domestic servants.

...The ... R38 250 to educational institutions.

Funeral Notices

SINCLAIR
The Cremation service for Vera will take place on Tuesday October 2nd at 11.00 a.m. from the Anglican church Springs. Donations in lieu of flowers to the Cancer Research of S.A. P.O. Box 2000, JHB. 2000. DOVES AND KLOPPERS. Tel: 56-0501.

SMITH
The cremation service for Henry John late of Durban will take place on Tuesday 2nd October, 1984 at 11.00 a.m. from the Doves and Wilmots West Chapel, 10 Jorrisen street, Braamfontein. Donations in lieu of flowers to the: Diabetics Association of S.A. Jhb. DOVES AND KLOPPERS. Springs. Tel; 56-0501.

SOUTH
The cremation service for Mackie late of Malvern will be held at the Doves & Wilmot West Chapel, 10 Jorissen Street, Braamfontein, on Wednesday October 3rd at 3.00 pm prior to the cremation which will be private.
DOVES & WILMOT. Tel 339-5967.

SWART
The cremation service for Walter Mc Kenzie Swart of Norwood will be held in the Avbob Chapel, De Korte Street, Braamfontein tomorrow Tuesday 2 October at 4 pm. Cremation private. Avbob 51 De Korte Street, Braamfontein. Telephone 724-2166/7 or 724-2196/7/8.

VENTER
The funeral service for Steve (Fanie), late of Ridgeway, Johannesburg will be held on Wednesday 03/10/84 at 10:00 am in the Full Gospel Churh, Outspan Road, South Hills, Johannesburg prior to a burial service at West Park Cemetery. Doves and Wilmot 339-5967.

In Memoriam

LEWIS
Edward Our beloved "Jimmy" left us a year ago today. Always in the hearts and thoughts of his loving wife Rose, children Marilyn and Joe, Charles and Masha and grandchildren.

FAIZES
Spiro, passed away October 1st 1975. Years pass memories remain forever. Always remembered Thalia, Penny and Gerry.

WESTBROOK
George. In cherished memory of my husband and our father, always remembered Frances, Geo, Ernest and Tinkles.

ZIMAN
Alma. In everlasting memory of our beloved mother and grandmother who was taken from us on October 1, 1977 and who is always in our thoughts. Merle, Cyril, Karen, Tracy and Nicky.

ZIMAN
Alma. In cherished memory of my beloved wife who left me 7 years ago, on October 1, 1977 and who I miss so much. Hyme.

Thanks

OSRIN
Mary Osrin and daughters wish to thank all relatives and friends for their very kind messages of condolance received during their recent sad bereavement.

When a person wants to buy photo equipment... where does that person

Breaking down gay job barriers

By Jean Waite

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The workshop organisers would welcome correspondence from employment agencies, trade unions and employers.

Write to Mr Jeremy Zipp, Convener, Gay Employment Workshop, PO Box 3330, Johannesburg 2000.

Generous response to children's home plea

The ore under the ground is not the only source of gold in Johannesburg.

Inhabitants have dug deep into their pockets to bring some brightness to the children of the Johanneburg Children's Home.

The home has received donations from all sections of the community following *The Star's* appeal to the people of Johannesburg to take a child shopping for a new

Pensions for servants 'useless'

1/10/84 Star 294

Pretoria Correspondent

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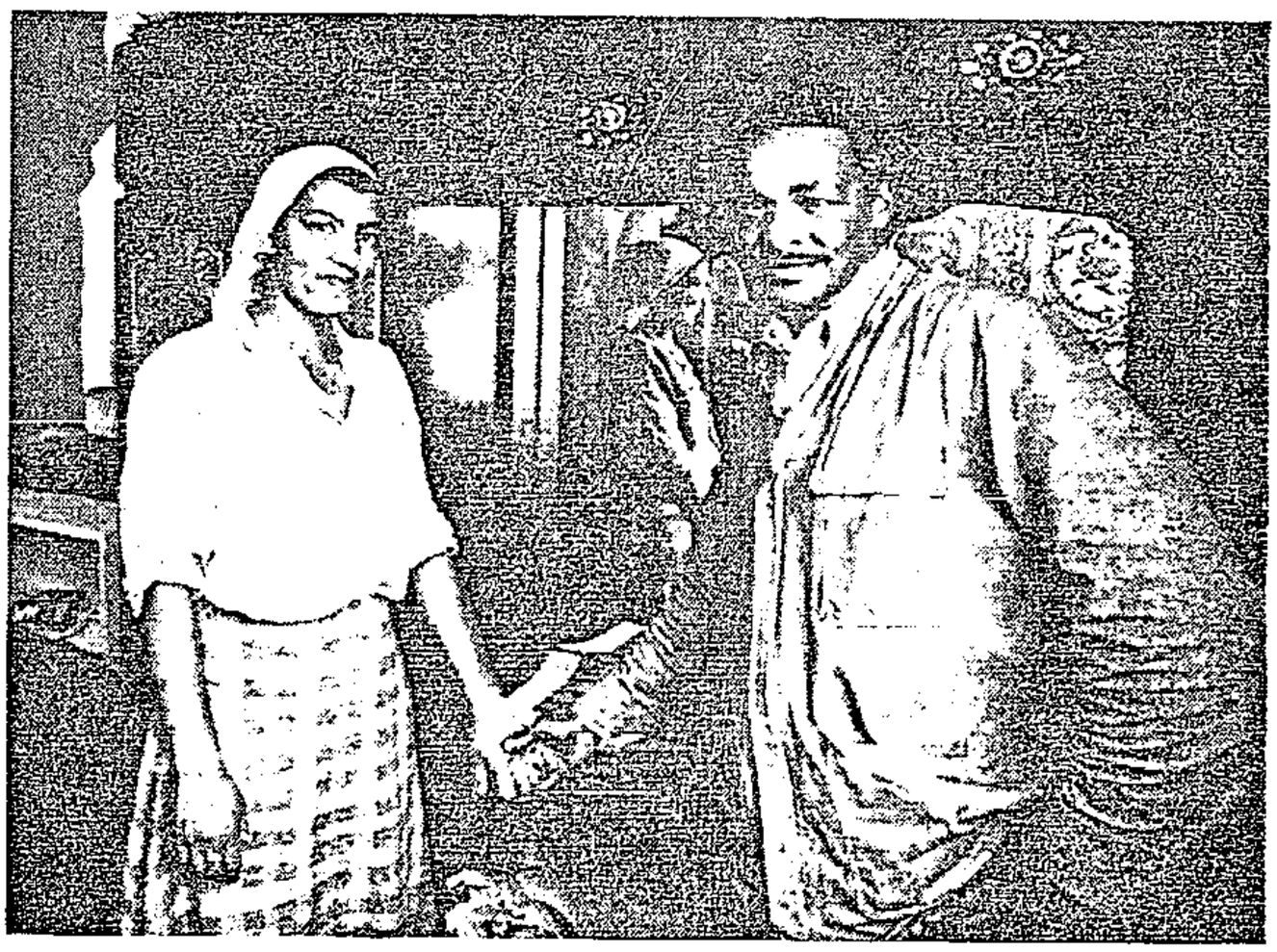
No skeletons in this cupboard



That's no cupboard skeleton in the background. . .it's merely the reflection of Mrs Henriette van Rooyen. She is holding the hand of her rightful husband, Mr

Sebe launches a domestic servants' training scheme

294

16/10/84

D. Dispatch

BISHO — Housewives in the Border-Ciskei area will soon be able to select their domestic workers from a pool of fully-trained workers under a scheme initiated by President Lennox Sebe.

Under the scheme, early school-leavers will be given a three-month practical course in all domestic duties, after which employers can select them from a pool. Employers can also attend the course, undergoing orientation on what to expect and how to treat their domestic workers.

Alarm at the number of girls who receive a basic education, but become school-leavers at an early age prompted the President to initiate the training scheme, together with three pioneering women.

"Education cannot be wasted, even basic education must be put to productive use," President Sebe said.

"At the same time, people must be made to realise that formal education is not the only way to progress in life. Through this project, young Ciskeian girls, who otherwise might have had little chance of being gainfully employed, will be given a new direction in life."

The three pioneers of the project, which will be attached to the Manpower Training Centre in Mdantsane, are Mrs Abegail Maqoma, a former teacher and wife of the Minister of Manpower Utilisation; Mrs Ann Michau, wife of the Director-General of Manpower Utilisation; and Miss Delia Twala, a homecraft inspector.

They would shortly study a similar training centre in Bloemfontein and then set up a national selection committee to identify school dropouts suitable for training.

The first candidates to be presented with national certificates on successful completion of their courses will be available for recruitment through the Manpower Training Centre early next year. — DDR



Announcing the new training scheme for domestic servants are (from the left): Mrs A. Maqoma, Mr Nico Ferreira, Chancellor to the President, President Lennox Sebe, Miss D. Twala and Mrs A. Michau.

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BETWEEN · P.E. · GEORGE · CAPE TOWN & EAST LONDON
DAILY EXPRESS ROAD FREIGHT

'Sweep in reform

By MONO BADELA

THE founder secretary of the Domestic Workers' Association of South Africa, Pat Maqina, returned recently from an extensive tour of Europe.

She addressed seminars and visited trade union offices in Switzerland, Norway and the Netherlands.

The tour was at the invitation of the International Food Union and at the request of the International Labour Organisation.

At the headquarters of the ILO in Geneva, Mrs Maqina gave a paper on "The struggle of the black woman in South Africa".

A Port Elizabeth trade unionist involved in the campaign for domestic workers' rights, Mrs Maqina shared her experiences with international trade unionsts.

She was accompanied by five South African trade unionists — three from Cape Town and two from Johannesburg. They were joined in Nairobi by trade unionists from the African states.

Mrs Maqina spent three days at the ILO offices before leaving for Oslo, where the group attended a labour school.

Lectures were mosty directed at the workers in Norway where conditions are different from those in South Africa. Mrs Maqina said there were no domestic workers in Norway — only office and school janitors.

She said in Norway the Government, employers and worker organisations worked together to improve working conditions. In Oslo she also visited the Norwegian Federation of Trade Unions.

In the Netherlands she was the guest of a church and other cultural groups.

Mrs Maqina, wife of New Brighton playwright and former political detainee Rev Mzwandile Ebennezer Maqina, has attempted to lighten the burden of domestic workers for several years.

She feels that every woman has been given certain skills — and that these skills have to be developed.

She also believes that domestic work is not an unskilled job — it demands as much skills as any other job and more knowledge of human nature than most jobs.

When Dwasa was formed, she immediately decided to play a role in assisting them.

Mrs Maqina said Dwasa has over 2 500 members and caters for the needs of domestic workers in the Eastern Cape by holding classes on cookery, first-aid and baking at its offices.



MRS PAT MAQINA

Post 13/11/84 294 ~~355~~

Remarks about dead woman hurt employer

By SHIRLEY PRESSLY

REMARKS reportedly made at the weekend at a national rally of domestic workers in Port Elizabeth about the death of a Bluewater Bay domestic worker have deeply distressed her former employer.

Mrs Elsie Allam, 34, died of a heart attack at the home of her employer, Mrs Sophie Upton, less than two days after she had given birth to a baby boy.

Mrs Allam was discharged from the Livingstone Hospital the day after she gave birth and how she got back to her employer's home from the hospital has still not been confirmed.

Mrs Upton said Mrs Allam told her that an ambulance driver had dropped her at the corner of the police station and Amsterdamhoek and she had walked the rest of the way home.

It was reported yesterday that the chairman of the South African Domestic Workers' Association, Mrs Nomfanelo Suka, said it was a necessity that domestic workers be given maternity leave.

She was quoted as saying: "Mrs Allam worked until the last day of her pregnancy, walked from her home to the hospital and after giving birth had to return to her employers' home as she had nowhere else to stay. She died a cold, lonely death."

Mrs Upton said she had been most distressed by the report and these remarks.

She said Mrs Allam's death had been very traumatic for her and she would never forget the 45 minutes she and her husband spent trying to resuscitate Mrs Allam after she collapsed on the back steps of their house.

"She did not die a cold, lonely death. We were with her. If the association was so concerned about Elsie why did they not approach me for comment and my side of the story instead of getting their facts all wrong," said Mrs Upton.

She said she was deeply distressed. Nothing would bring Mrs Allam back. "She was part of the family. She called me Mama," said Mrs Upton.

Mrs Upton said she drove Mrs Allam to the Livingstone Hospital at 4am on the day of the baby's birth and accompanied her into the hospital. When she asked if she could stay with Mrs Allam she was told it was not allowed. She left her work and home telephone numbers with the sister in charge.

She also pointed out to the sister that Mrs Allam had high blood pressure and had to be watched.

Later that day Mrs Upton telephoned to inquire after Mrs Allam and was told that she had given birth to a healthy baby boy.

Mrs Upton is a paramedic and regularly monitored Mrs Allam's blood pressure throughout her pregnancy. She also put her on a salt-free diet and urged her to visit the clinic regularly.

Mrs Upton said she had asked Mrs Allam to phone when she was ready to be discharged and she would fetch her.

"The day after Elsie gave birth my son phoned to say that Elsie was home," said Mrs Upton. "I could not believe that she had been discharged so soon and told her to go and rest."

When Mrs Upton got home that night she questioned Mrs Allam as to how she had got home and, after giving her a matinee jacket for the baby at 7.15pm, told her to go back to her room and rest.

"Minutes later my daughter shouted that Elsie had collapsed on the back steps. My husband and I rushed out and for 45 minutes we tried to resuscitate her."

Mrs Upton said she had offered to drive Mrs Allam to her parents' home in Aberdeen in the last months of her pregnancy.

"But she did not want to go home," said Mrs Upton. "She had two children who live with their grandparents and she wanted to bring up her third child herself."

Mrs Upton said she had bought Mrs Allam maternity dresses and had not allowed her to do heavy work in the house.

She said that after Mrs Allam died she telephoned the hospital superintendent and and also tried unsuccessfully to obtain the results of the post-mortem.

A post-mortem showed that she died of a ruptured aortic aneurysm.

Mrs Upton said she was very upset that people had the wrong impression of what had happened between her and Mrs Allam.

'Domestics, unite'

Sadwa calls for laws to improve their members rights

THE SA Domestic Workers' Association has launched a high-powered campaign to improve the lot of the country's 82 000 domestic workers.

Press Trust

National organiser Mary Mkhwanazi told City Press that the organisation kicked off its campaign by petitioning Manpower Minister P T C du Plessis to have all domestic workers legally registered as workers.

This move would entitle them to benifits such as unemployment payments and other social security benefits.

"We have sent a memorandum to the Minister, outlining the appalling conditions under which our members labour.

"We are also preparing several publications which we hope will make the public more aware of the plight of domestic workers," said Mrs Mkhwanazi.

She said several mass meetings had been planned as part of the campaign, and individuals would be asked to sign a petition urging the authorities to look at the status of domestic workers.

"From our numerous meetings with our members, we have been able to formulate a basic set of demands which have already been conveyed to the Minister," said Mrs Mkhwanazi.

●REGISTRATION as legal workers,
●SOCIAL SECURITY such as unemployment insurance and pension schemes,
●ONE-AND-A-HALF days off a week and four week's annual leave,
●FULL-TIME unskilled workers should receive R121 a month as wages plus all MEALS, while their skilled counterparts should get R131 a month with meals.

In addition Sadwa has called for suitable, clean and hygienic quarters for all live-in staff, as well as bathing and toilet facilities.

Domestics ask Minister to speed up inquiry

Domestic workers' unions are banding together to pressurise the Government to speed up the National Manpower Commission's inquiry into working conditions in the sector.

The Johannesburg-based South African Domestic Workers' Association, the Cape Town-based Domestic Workers' Association and the Domestic Workers' Association of South Africa have gathered in Pretoria to present a letter to Minister of Manpower, Mr P T C du Plessis.

PROGRESS REPORT

The letter calls on the Minister to "expedite the commission's inquiries" on "the most neglected and exploited work force" in South Africa and provide a progress report.

In a press release, the South African Domestic Workers' Association points out that it made representations to the NMC in September 1981. "The only response to our submission to the NMC has been an official acknowledgement one year later. Requests for progress reports were made without any response on August 16 1983, October 7 1983 and May 15 1984."

RDM 7/12/84 (Page 1)

(294)

3 unions protest

Labour Correspondent

A DELEGATION from three unions representing domestic workers went to Pretoria yesterday to protest over delays in an official Government inquiry aimed at improving laws affecting these workers.

A statement issued by a lawyer representing the unions said they would hand over a letter to the Minister of Manpower, Mr Piet du Plessis, urging him to speed up an investigation by the National Manpower Commission into domestic workers' conditions.

They would also demand that the Minister agree to meet them before the next session of Parliament.

The three are the Johannesburg-based SA Domestic Workers Association (SADWA), Cape Town's Domestic Workers Association, and the Domestic Workers Association of SA.

Three domestic worker unions visit Pretoria

By JIMMY MATYU

TIRED of waiting two years for a reply from the Minister of Manpower, Mr P T C du Plessis, to their memorandum, a deputation of 12 women from three domestic workers' unions walked into the Department of Manpower officers in Pretoria on Thursday and demanded an urgent meeting.

The Minister was not available.

The unions were the Port Elizabeth-based Domestic Workers' Association of South Africa (Dwasa), the Johannesburg-based South African Domestic Workers' Association (Sadwa) and the Durban-based Domestic Workers Association (Dwa).

The delegates wanted to discuss with the Minister the conditions of employment of farm labourers and domestic workers.

Miss Mavis Yantolo, field worker for Dwasa, told the Evening Post that before travelling to Pretoria, the three unions had a meeting at St Peter's Lodge in Johannesburg to agree upon strategy. She was accompanied by Mrs Mabel Nzuzo, branch organiser in Uitenhage.

At their meeting they also discussed a memorandum written by Sadwa on July 6, 1982, on conditions of employment of farm labourers and domestic workers which was submitted to the Minister on September 6.

The union received acknowledgement of its memorandum a year later.

Miss Yantolo said that at the offices of the Minister they were allowed through to the waiting room after they had been held at the entrance for 30 minutes by security guards.

She said she was promised an appointment with the Minister.

Key labour law report

By STEVEN FRIEDMAN
Labour Correspondent

A KEY official report on labour laws affecting farm and domestic workers has been completed — but the laws are unlikely to be changed before 1986, according to the director-general for Manpower, Dr Piet van der Merwe.

He said the Government would only decide early next year how to react to the report.

The report is the result of a National Manpower Commission inquiry into the conditions of farm and domestic workers which was launched in May, 1982.

Both groups of workers are excluded from most of the clauses in labour law granting workers protection, bargaining rights and social security. They have therefore been described as "the most exploited" workers in the country.

Delays in completing the report have angered three domestic workers unions, who last week sent a deputation to Pretoria to demand a meeting with the Minister of Manpower, Mr Piet du Plessis.

They said they had repeatedly asked for progress reports on the NMC's work but received no reply. There had also, they charged, been no response to their submissions to the NMC besides a letter of acknowledgement almost a year later.

Their deputation delivered a letter asking for a meeting with Mr du Plessis before the beginning of the next session of Parliament.

Recently, the chairman of the NMC, Dr Hennie Reynders, said the report on farm and domestic workers was handed to Mr Du Plessis about a month ago.

Dr Van der Merwe said the report was with the Government translators at present. The Government could not, he said, take a decision on it until their work was finished early in the new year.

If the Government did decide to change the law, it would only be able to do so "in 1986 at the earliest".

Govt made them wait two years

Workers stand up for their rights

16/12/84

ABOUT 12 domestic workers and representatives of domestic workers' organisations visited Pretoria last week — determined to speak to Department of Manpower officials.

They went to ask how much longer it was going to take before the special commission of inquiry into the working conditions of domestic workers and farm labourers gave its report.

More than two years ago, domestic workers' organisations from all over South Africa made their recommendations to the commission, but they claim they have heard nothing since

One of Durban's representatives on the delegation, Mary Mkhwanazi, said they had been able to see a member of the commission, who said there would still be a delay before the results would be released

"But I believe the trip was definitely worthwhile. We were able to make sure that our views on the issue were well-discussed with the official, and were to be conveyed to the Minister.

"I am sure that no one in Pretoria ever dreamed that domestic workers would dare to go to Pretoria to try to see officials.

"It has done us a lot of good to discover that we could do it."

KwaZulu meets SA

TOP-LEVEL talks between KwaZulu and South Africa will be held at Richard's Bay today.

'We want the best'

IN A BID to make the taxi trade more professional, the SA Black Taxi Association has set up a disciplinary committee to help maintain good working relations between taxi drivers and traffic cops.

New drivers will be screened before they take to the road and Sabta is also trying to organise a free towing service for its members.

It's a time for families to be together — both black and white

● Entertainer Richard Loring's wife, Jeanette, says her domestic worker will work on Christmas day if Richard is not doing a cabaret.

● Athlete Sonja Laxton says her char, who comes in twice a week, has gone home for the Christmas holiday period.

● Cricketer Clive Rice's wife, Susan, says her domestic worker so enjoyed Christmas with them last year that she offered to help them again this year.

● Mrs Helen Suzman MP says every year she organises a Christmas lunch for her three domestic workers, to which they may invite family and friends.

● The Mayor of Johannesburg, Mr Eddy Magid, says his domestic worker and gardener do not work on Christmas Day.

● Mrs Joy Hurwitz, chairman of the Housewives' League, says her domestic will look after the house while the family is on holiday, and will take leave in the New Year.

● Radio Today's Bea Read says Christmas is an important time for families to get together — and that includes the family of her domestic worker, who always has Christmas off.

● Television and radio personality Adrian Steed does not have domestic help. "On Christmas Day the dishwasher will be going like crazy," he says.

● Sandton's Mayor and Mayoress, Mr and Mrs Peter Bennett, send their part-time char and gardener home for Christmas and New Year.

Making your domestic work at Christmas 'is unchristian'



Domestic workers are no different from anyone else when it comes to wanting to be with their families on Christmas day. MARIKA SBOROS reports.

It is unchristian to make domestic workers work on Christmas Day, says Mrs Margaret Nhlapo, Transvaal head of the South African Domestic Workers' Association (Sadwa).

After Christmas and New Year Sadwa is usually flooded with complaints from domestic workers whose grievances include long hours spent preparing meals while employers enjoy the festive season, small or no cash bonuses, and no compensation for overtime, says Mrs Nhlapo.

"South African employers are arrogant, selfish and spoilt. They exploit domestic workers and treat them almost like slaves," she says.

Jewish employers are as guilty as Christians when it comes to their employees working on Christmas Day, says Mrs Nhlapo.

She says she receives many complaints from domestics of Jewish employers.

"They expect women to work long, arduous hours on Jewish holidays. Then they have some kind of celebration on Christmas Day, for which the domestic must cater.

"Many employers go on holiday over Christmas and take the domestic worker with them so they can enjoy their holiday to the full. Or the workers have to stay at home and look after the house."

Domestic workers should not work on Christmas Day, Sundays or any public holiday, says Mrs Nhlapo, and they should receive a cash bonus equal to one month's salary, before Christmas.

"It is patronising for employers to go out and buy things they think the domestic needs.

"The workers want the money so they can choose how best to spend it, and to have something with which they can spoil their children," she says.

A drastic re-education campaign is necessary to make employers appreciate the true worth of the people they employ to cook their food, rear their children and clean their houses, says Mrs Nhlapo.

Mrs Nhlapo is tired of employers who say their domestic is "part of the family".

"When the relationship is good, then the domestic is one of the family. When the worker gets old, or sick, suddenly she becomes a very dispensable member of the family," she says.

Mrs Nhlapo says her experience has been that the more money a domestic earns, the more she is exploited.

"Employers' demands increase once they pay what they feel are high wages," she says.

It is totally unrealistic, says Mrs Nhlapo to expect domestic workers to act as surrogate mothers to employers' children, and cut themselves off from their own children and families.

"And it is not good enough to say the workers can have their families with them at the employer's house over Christmas.



MARGARET NHLAPO — "Domestic workers have the right to be with their families at Christmas time."

"It is the domestic workers' right to be in their own homes, enjoying Christmas like everyone else, if they wish to," she says.

Mrs Nhlapo says she is aware that not all domestic workers are angels, and some employers treat them fairly.

"Unfortunately that is more an exception than the rule," she says.

Sadwa is pressing for legislation to protect domestic workers' rights.

SERVICES SECTOR — DOMESTIC WORKERS

1985

Teaching maids and their madams to communicate

17/1/85 Star (294) Staff

How many housewives bother to find out about their domestic workers' feelings and expectations? It's time they did, says a communications trainer. INGA MOLZEN reports.

The average white South African housewife wants an efficient, responsible domestic worker but is not prepared to pay for the service.

This is the view of a communications trainer in Saxonwold, Mrs Annica Foxcroft.

She hopes to turn her experience in industrial traning programmes to resolving the problems of both employer and employee in the home, by running a course to expand household management skills, improve basic literacy, fluency, numeracy and communication.

EXPECTATIONS

"Housewives will give domestic workers a key to their home, leave children in their care, and have other demanding expectations, yet they are not prepared to invest any further in training," Mrs Foxcroft says.

"How many housewives have sat down with their domestic worker to ask them their feelings and expectations or if they feel inadequate in any way — and then asked themselves what they can do to improve the situation?

"I feel blacks have travelled a greater distance towards resolving cultural barriers than the white housewife," she says.

Mrs Foxcroft hopes to start a training programme with separate courses for housewives and domestic employees.

She does not believe her activities are paternalistic, or that running separate courses will create suspicion.

She says the housewife and the domestic worker have different needs.

The housewife would learn more about the culture and language of her domestic worker while the domestic worker would learn how to accept certain information, she says.

Mrs Foxcroft describes some of the problems faced by the domestic worker:

- Illiteracy — employees may be unable to make out a shopping list, to take telephone messages or to read product instructions.
- Innumeracy — some have not reached the level of education to allow for division and multiplication. A domestic worker may have difficulty working out how many eggs are left in the fridge and whether there are enough to last for the rest of the week.
- Lack of forward planning and time management — many domestic workers are raised in an environment where household consumption is planned according to seasons, not on a weekly basis. This may explain why a worker will not say that the sugar is nearly finished but will only approach her employer when the sugar is already finished.

BARRIERS

- Literal translations and cultural barriers — a phrase such as "Do you understand?" would be translated as "Have I explained myself properly?".

A domestic worker may consider it disrespectul to say no, even though she has not followed what was required of her.

If something in the household goes missing it might be unfair to call it theft. In some cultures an object which has a communal use or is perceived to be in excess is for whoever needs it at the time.

Another example of misunderstanding is related by an employer — "I felt my prospective employee was being discourteous by sitting down and looking away when I was talking to her — until I found that according to her social mores it was believed to be rude to maintain direct eye contact with a person of seniority."

Mrs Foxcroft says employers must learn to change ways of describing a task to improve their understanding of their employees and avoid negative expectations.

Housewives often assume that a worker is familiar with a modern household and electric appliences. Employers should explain how these are used, Mrs Foxcroft says.



ANNICA FOXCROFT . . . blacks have done more to resolve cultural barriers than whites.

'Training for domestics does not include assertiveness'



MARGARET NHLAPO . . . domestic workers must learn to speak up for themselves.

By Inga Molzen

Most training courses for domestic workers create unfair expectations in employers' minds, says Mrs Margaret Nhlapo, regional organiser for the South African Domestic Workers' Association (Sadwa).

"These courses are designed to improve productivity and the skills of a domestic worker, and do not relate to them as people," she says.

Many workers approach Sadwa with employment problems after going through training courses.

"The courses give employers unrealistic expectations. They pay out money and then their expectations rise drastically. When employees don't match up to expectations, they get fired.

"Then we have to step in and repair the damage. Unfortunately, many of the courses falsely attribute incidents in the home to 'tribal mentality' instead of a worker's fallibilty," Mrs Nhlapo says.

Sullen behaviour may indicate the worker is unhappy and lies may hide fear of losing the job when the worker has broke madam's favourite vase.

"When I was a domestic servant, if I ever broke something I would be upset for days — but these things happen," Mrs Nhlapo says.

Training courses teach the domestic worker to be "good and obedient" and not how to speak up for themselves.

"None of these courses teach the domestic workers to express themselves or speak out with confidence about their insecurity or grievances," Mrs Nhlapo says.

"And, even when domestic workers are trained to cook well, answer the phone and acquire other skills, they are seldom paid a salary which acknowledges their ability. Few domestic workers in this position receive even the minimum recommended monthly wage of R165," she says.

Sadwa runs Thurday-afternoon sessions at its Johannesburg office to teach domestic workers to improve their communication skills.

Late-night raid on servants' quarters

EAST LONDON — An angry Cove Ridge couple have complained that East Cape Development Board officials woke them in the "middle of the night" to get permission to raid their servants' quarters.

Mrs Krystyna Nicholl said yesterday that she and her husband, Mr Sam Nicholl, were woken "at about 1 o'clock on Thursday morning by loud hammering on the front door".

"My husband spoke to the two men and they asked him for permission to search the servants' rooms. My husband refused because he was upset at having been woken up at such an hour. The men then left.

"When I spoke to one of the farm workers later that morning he told me the men had returned and forced their way into his room. They also questioned him."

Mrs Nicholl said she thought the officials had acted on complaints from neighbours.

"What really annoyed me was that they hammered on our door in the middle of the night. I was not afraid because my husband was home. But we live on a small holding and I would have been scared out of my wits if I had been alone."

A board official, Mr Peter Kietzman, said he was not allowed to comment on the incident and referred inquiries to the director of the board, Mr Louis Koch, in Port Elizabeth.

An official at the director's office said Mr Koch was on leave and that the deputy director would return the call to make a statement. He had failed to do so by yesterday afternoon. — DDR

Association fights for the rights of domestic workers

By Inga Molzen

The festive season is over, but the results linger on for many domestic workers who have returned from their annual leave this month to claim unfair dismissal.

Many of these workers in the Witwatersrand area have approached the South Africa Domestic Workers' Association (SADWA).

Mrs Margaret Nhlapo, SADWA regional organiser, has dealt with more than 60 cases this month.

"The most common grievance at this time of year is that employers are not prepared to listen to legitimate excuses.

"It is annoying for the housewife when her domestic worker arrives late from leave. But there are instances where it was impossible to contact the employer.

"One woman was fired because she was two hours late for work. She had taken her seven-month-old baby to its first day at a creche in Daveyton and it just happened that all the trains that day were running late — she returned to work to find she was unemployed and with no means to support her child.

"Another woman returned to collect a second load of her possessions from her room after being fired to find that her employer had called the police. She was accused of stealing a few household items left in her room."



MARGARET NHLAPO — "Some madams won't listen to legitimate excuses."

Most of these unpleasant situations can be avoided, says Mrs Nhlapo. A domestic employment contract can go a long way towards eliminating misunderstanding, uncertainty and distrust between employers and their domestic workers.

"A discussion at the start of the contract is important.

"Domestic work can be boring and repetitive. The employer should help the domestic worker to be professional about his or her job, encourage the development of new skills and appreciate initiative and innovation.

"Often disputes arise because important issues are not discussed in good time," she says.

"Ideally the employer and the domestic worker should sit down and discuss their problems before any bitter feelings emerge.

"But when a situation has reached a point of no negotiation, I ask the domestic worker if she wants to continue working for the employer. Then I write to or phone the employer to resolve the problem, or settle severance pay."

Housewives who ask domestic workers to babysit at the last minute are assuming they are not entitled to any free time, Mrs Nhlapo says.

"Workers should be asked a few days earlier to ensure that they don't have other plans," she says.

"When I was a domestic worker I had to do the breakfast dishes and make the beds before I could take my day off — the domestic worker should have no duties on her day off," she says.

The only law protecting the domestic worker, who is not covered by the Workman's Compensation Act or household cover in the case of an accident, is common law (each party is required to give one month's notice or payment in lieu of notice).

SADWA is pressing for legislation to protect workers rights.

Domestic workers: just what has happened in the last five years?

This was the research finding of sociology lecturer Jacklyn Cock in 1980: "As an occupational group domestic workers are subject to ultra-exploitation.
"They are deprived of a negotiated contract, a reasonable working wage, reasonable working hours and family and social 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."
INGA MOLZEN looks back to see just what has happened in the last five years ...

January 1980

● Preparations are made for an organisation to represent domestic workers.

A year later in February 81 the South African Domestic Workers' Association is launched.

Ex-domestic worker Mrs Margaret Nhlapo, present Association director, says: "The organisation had to stand on its own right from the beginning because it was organised by domestic workers themselves."

The Association followed in the steps of improving conditions of domestic workers of the Domestic Workers and Employers Project launched in 1970 by Mrs Sue Gordon.

April '83.

● The Maritzburg branch of the Lawyers for Human Rights identified domestic low wages as a major problem.

It was suggested that domestic workers should have written contracts even though they had certain rights under common law, including wages, reasonable notice of dismissal, safe working conditions.

The South African Domestic Workers' Association said domestic workers should receive a minimum monthly wage; extra pay to cover transport for living-out workers; a full day off each week with another half day each weekend; properly ventilated, heated, burglar-proofed and furnished rooms for living-in workers; four weeks' leave on full pay.

October '83

● The Old Mutual abolished its pension plan for domestics because of lack of support.

In five years the plan had attracted only 200 members.

February '84

● The Natal Bulding Society launches a new retirement plan for domestic workers.

March '84

● Under the New Income Tax Act employers have to register domestics for PAYE levies.

There are more than 200 Centres of Concern throughout the country which aim to help domestic workers in their rights and improve their skills to make them more marketable and improve relations between workers and their employers.

April '84

● Women for Peace say it is a poor reflection on our society that employers can get away with dismissing workers without notice, severance pay or financial acknowledgement of years of service, knowing that the average domestic worker cannot afford the law.

June '84

● The Domestic Workers' Association reports that some domestic workers receive as little as R20 a month in the Orange Free State.

July '84

● The Machinery and Occupational Safety Act (No 6 of 1983) does not provide compensation for the domestic servant, but if the employer is penalised for not taking adequate safety measures the domestic servant has more chance of receiving compensation in a civil case.

September '84

● Mr Charles Nupen, of the Legal Resources Centre, says domestic workers in private houses are excluded from being covered by the Labour Relations Act, the Basic Conditions of Employment Act and the Workman's Compensation Act.

By law the Domestic Workers' Asscociation may not register as a trade union.

October '84

● Black Sash says most pension schemes for domestic workers are inadequate and advises employers to invest in property for domestic workers.

November '84

● More than 1 000 domestic workers unite in Port Elizabeth for a national rally.

December '84

● The Domestic Workers' Association had 2 900 registered members this year but had to deal with a further 800 grievances by non-members.

At the beginning of the month representatives of domestic workers organisations from all over the country travelled to Pretoria to discuss the plight of domestic workers in South Africa with Manpower Minister Mr Pietie du Plessis.

These organisations demanded that the Minister speed up enquiries by the National Manpower Commission and request a report on progress.

Requests for progress reports by the Domestic Workers' Association on August 16 and October 7 in 1983 and May 15 in 1984 were made without response.

Last December it was said that the official report on labour laws affecting domestic workers was complete.

If the Government did decide to change the law, it would be able to do so in 1986 at the earliest.

'They are worse off than those in white suburbs'

Domestics: the exploited labour force

A SEMINAR on black women in trade unions held last September in Port Elizabeth led to the realisation that a large portion of domestic workers were not represented.

By NTHABI MOREOSELE

The Black Domestics Workers' Association was formed by Lerato Monnakgotla and Henrietta Moabi to bridge this gap. They felt that the existing organisations dealt mainly with workers in white suburbs and neglected the plight of those working in the townships.

"The association is addressing itself to the problems encountered by domestics working in the townships. They are worse off than those working in white suburbs. We plan to unionise domestic workers, caretakers, gardeners, chars and office cleaners in Johannesburg," Lerato said.

"We are trying to instill a spirit of self confidence, initiative and self reliance in the workers. We are mobilising and conscientising them as to their rights. They must stand firm against exploitation and resist their patronising employers," she added.

"Our association is black consciousness oriented. It is black dealing with black, there will be no whites interfering when blacks solve their own problems."

Shebeeners

Henrietta Moabi said there were men who went to the rural areas and the former protectorates to recruit labour for shebeeners, the middle classes and shop and cafe owners. As most of these women — and men — were illiterate they were then grossly underpaid and overworked.

"These agents demand the first month's pay for transporting them to the townships. Their employers do not bother to register them and they are completely dependent on their employers and the agent who brought them to town."

There are no servants' rooms and as a result these people are grossly exploited.

"Workers have to stay in the same house with their employers and they then forfeit basic fringe benefits. They have no privacy and their friends and boyfriends cannot visit them. They do not have off-duty hours and practically work around the clock," Mrs Moabi said.

The BDWA has a literacy programme where basic skills in reading and writing are taught. Their women's department offers sewing, knitting and cookery lessons and adult education to "improve skills for more bargaining power and better communications between employer and employee."

"Some employees have been happy to receive us. They welcome our advice. They were relieved because there had been no clearcut rules about wages and accommodation. From now on no domestic worker will be kicked out of her employers' home without notice."

"This has happened in the past and the women had to resort to unacceptable practices to obtain their trainfare back home," said Mrs Moabi.



THE BDWA . . . "We intend to improve skills for more bargaining power and better communications between employers and employees".

Dwasa meeting to discuss higher wages

14/2/85 Star

By BESSIE BOUWER

A MEETING to discuss higher wages for domestic workers in Port Elizabeth has been arranged by the Domestic Workers Association of South Africa (Dwasa).

Mrs Pat Maqina, general secretary of the association, said the increasing cost of living and price increases in fuel and foodstuffs had made it impossible for domestic workers to support their families on their present salaries.

She said it was important for residents employing domestic workers to attend this meeting in order to to assess the situation and to review the present recommended wage structure.

The meeting will be held on February 20 at 7.30pm at St John's Methodist Church in Havelock Street.

All employers and employer organisations are invited to attend the meeting.

Recommended wages for domestic workers were last reviewed in 1982 and had remained unchanged despite increased costs, she said.

Wages recommended by the association in 1982 were:

- R110 a month for fulltime live-in or live-out domestic workers.
- R10 a day for temporary chars
- R5 a half day for temporary chars.

These recommendations excluded bus fares to and from the city, said Mrs Maqina.

Reviewed wages to be recommended by the association are R130 a month for a fulltime domestic worker, R12 a day for a temporary char and R6 a half day for a temporary char, excluding the cost of transport.

The exploitation of domestic workers, especially during the present recession, will also be discussed at the meeting.

In some cases domestic workers were being offered fulltime jobs for as little as R30 a month, said Mrs Maqina.

Surveys had shown that a family of four required a minimum amount of R353 to live on each month, said Mrs Maquina. This included food, clothing and other expenses.

The survey also showed that it cost parents a minimum of R57,20 a month to keep a small child, R117,72 for a child aged between 11 and 14 years and an adult needed at least R177,70 to live each month.

(294)

Q: How can I assist in upholding the dignity of my domestic?

A: By granting her basic rights such as:

a. Extra pay for extra hours - remember an 8 hour day is regarded as a normal working day, or a 40 hour week.
b. Sick leave. She should have this and also some benefits.
c. Time off - She should be allowed enough time off to enable her to visit family and friends.
d. Holidays: Many domestics work far from home and this might be a precious time to see her family, AT FULL PAY.

Q: Does she have a room?

A: If yes, then it should be decent and adequately furnished. It should also have hot and cold water, toilet, light, heating and security.

Q: What about transport costs?

A: As a result of the escalating transport costs it is a good gesture to cover these for her. Do discuss food and make eating arrangements before commencement of duties.

Q: Can we both be covered by a contract?

A: Most definitely. A contract could be of great help in enabling you to be as fair as possible. The contract should contain details of all duties, rights, privileges and conditions.

Q: Need to know more?

A: Then contact the Justice and Peace Commission on 021-~~455007~~ 45-2823 or your local Black Sash, Domestic Workers' and Employers' Project (DWEP), Domestic Workers' Association office or Caminploy for recruitment 021-664364.

STATEMENT

Research has found that 80% of domestic workers are the sole breadwinners of their dependants[1]. In that case the scientific wage she should be paid is 80% of the family budget, e.g. for Cape Town 80% x R268 = R214

[1]From Maids & Madams: Jacklyn Cosk (Ravan Press, 1980)

Issued by Catholic Justice & Peace Commission, 12 Bouquet St., Cape Town.

Q: The Mystery of the Disappearing Domestic Worker!

A:

With unemployment so high, why is it so hard to find a Domestic Worker?

A: In this day and age people do not take easily to being used as work-horses. Some employers expect the maximum amount of work from their domestic and then rewards her with starvation wages. Unfortunately many employers of domestic workers do not grant them basic human rights.

How does inflation affect our domestics?

A: Sadly, the poor suffer most under inflation. It hits them hardest in three main areas:
1. Because of a lack of finance they are not able to benefit from low-cost bulk buying,
2. The high cost of essential foodstuff such as bread, milk, eggs, sugar and mealie meal,
3. Due to the disparity in government spending on education, sending black children to school accounts for a large portion of the family budget.

Wages. What is your domestic's "reward" for her services?

A: Too many domestics are suffering low pay and long working hours. The wage we pay should be determined more by the *needs* of the person than the going wage rate.

TABLE A

Household Subsistence Level: The following table is a reliable estimate of the Minimum Monthly Household Subsistence level for a family (consisting of two adults, two teenage children and two children from 7-10 years).

	CAPE TOWN	P.E.	KIMBERLEY	E.L.	DURBAN
Blacks	268,01	263,52	254,04	254,93	258,86
Coloureds	270,43	268,85	261,94	249,50	282,89
Indians					285,89

	JO'BURG	PRETORIA	BLOEM.	UMTATA	WINDHOEK
Blacks	277,81	255,37	259,10	236,56	293,95
Coloureds	292,89	265,63	272,89		331,27

The HOUSEHOLD SUBSISTENCE LEVEL includes food, clothing, fuel, light, washing, cleaning, rent and transport.

Inst. for Planning & Research, UPE.

Do I fire her if I cannot afford it?

A: NO! If you cannot afford it rather reduce her hours of work. For example say all you can afford is R120 then cut her hours from 8 to 6. Remember domestic workers would rather offer their services for a little money than nothing at all.

Do domestic workers have any legal rights?

A: No. There is no legislation protecting domestic workers as such. This then places them in a very vulnerable position. The worker is totally dependant on the attitude and outlook of the employer.

Could this then not lead to exploitation?

A: Yes it could. We therefore suggest the following scales as an Absolute minimum monthly wage for 1984.5

TABLE B

ABSOLUTE MINIMUM MONTHLY WAGE — 1984

Living out, full time (two meals and travel expenses)	R150
Living in, full time (all meals)	R133
Part-time, per half day (one meal and travel expenses)	R8,00
Overtime, i.e. in excess of 40 hrs.p.w.	R1,50

Wages reached after consultation with Black Sash and SADWA both of 5 Long St., Mowbray, Cape Town.



Standard's Lloyd ... getting a better spread of liquid assets

the Land Bank to borrow in future as it will no longer have a large legally enforced demand and will have to compensate by offering better rates. There is a possibility that, because farmers are in difficulty the government might initially subsidise the Land Bank directly.

Lloyd says changes in liquid asset requirements will only affect the Industrial Development Corporation (IDC) and the Land Bank. "These are the only parastatals which, up till now, have been able to issue paper that qualifies as liquid assets," he says.

He adds that the IDC has not borrowed a lot of money under the liquid asset system but that the Land Bank has. "Once present bills which attract liquid asset status have been redeemed they will have to offer market related rates to be attractive to buyers," he says.

Lloyd notes that the final result will be that banks and building societies will have a better spread of liquid assets. Another spin-off could be that other liquid assets, such as treasury bills and call loans at discount houses, will become more attractive as banks switch to higher yielding assets.

Some bankers believe, however, the amendment will have wider implications. They argue that government will have to switch its funding strategy because of the lowering of liquid assets.

Lloyd says another important amendment is that banks and building societies will no longer have to hold prescribed assets, which has been a large source of funds for the parastatals.

This would make it more expensive for them to borrow especially as overseas sources may dry up. It is possible it is the authorities' intention to have the large investing institutions, such as insurers and pensions to fund future parastatal borrowing needs.

Says Lloyd: "I doubt whether institutions will be allowed to invest overseas at the moment considering the state of the economy. This is good news for the parastatals who should therefore find available funds." However, the bad news for the banks and building societies is that they now find themselves sitting with large holdings of prescribed investments that may take time to dispose of.

PENSION SCHEMES FM 22/2/84

Taxing domestics

294

Federated Life is planning to ask the Receiver of Revenue to allow pension contributions paid on behalf of domestics to be deductible as a business expense.

Dick Otto, assistant GM industrial pensions at Federated, told the *FM* that his company sees no reason at all why a person who contributes to a pension scheme for a domestic servant should not be allowed the cost as a tax-deductible item. This is especially the case where both husband and wife go out to work.

"It could be argued," says Otto, "that without the employment of a domestic, a wife, for example, could not go out to work."

As it is, her income is taxable at the husband's marginal rate, save for a token deduction of R1 600 annually. Thus, at the very least, the cost of providing the domestic's pension should be deductible from income before tax. Indeed, Otto would like to see the whole wage package provided for the domestic to be tax-deductible.

He concedes, however, that in the case where only the bread-winner goes out to work, the employment of a domestic could be seen as a luxury, and so would not be an appropriate tax deduction. Even so, employers' contributions to pension schemes — where companies are involved, for example — are, of course, deductible, so why not the domestic servant's scheme?

And Sue Gordon, founder of the Domestic Workers and Employers Project, says that domestics are not provided for because many people do not perceive their domestic servants as proper employees. "They are too ready to consider domestics as expendable commodities without showing sufficient concern and care.

"As a group," she adds, "domestic servants are highly vulnerable. More particularly, they have very little in terms of pensions, disability and death benefits, or unemployment provisions. Their financial insecurity means they are in a weak bargaining position."

But Federated has high hopes for its domestics pension scheme. According to several sources, it has proved to be the most successful pension fund for domestic servants to date. Starting in September 1981, the scheme now has 4 000 members and has even reached the point of paying out to two pensioners.

The company aims at attracting 20 000-30 000 members from a market of over 1m domestic servants. To break even, it needs 10 000 members. Last year, it concentrated on rationalising administration costs and



Domestic servants ... a tax-deductible expense?

succeeded in increasing prospective pensions by 10%.

The scheme provides for retirement, death and disability benefits for domestic workers and, more recently, for employees of small companies. The minimum contribution is R12/month, though it can be paid quarterly, half-yearly or even annually by means of a bank debit order or a building society transmission account. Of the amount, 15% is held to cover death and disability benefits, plus administration costs. The rest goes into the pension fund account, to which investment return is also credited.

On retirement, a maximum of one-third of the account may be taken in cash. The balance is used to purchase a monthly pension, guaranteed for the member's lifetime.

Death and disability benefits fall away at the commencement of the pension payment. In the event of death, the balance of the member's account is paid to the nominated dependants.

Federated has also made provision for the continuity of benefits in the event of employees changing jobs. The employee or the new employer may continue the contributions, and withdrawals before retirement are not permitted. There are few other sectors in SA that enjoy the benefits of full portability of pensions. Federated will also be well placed if the parliamentary Select Committee on Pension Benefits recommends that all economically active people be compelled to have a pension.

Dwasa 'benefits employers, too'

By BESSIE BOUWER

EMPLOYERS should encourage their domestic workers to join the Domestic Workers Association of South Africa (Dwasa) so that both could reap the benefits of skilled labour.

This was the consensus at a meeting between Dwasa and representatives of some Port Elizabeth employer organisations held in the city recently.

New recommended minimum wage levels for domestic workers were also discussed.

Mrs Pat Maqina, administrative secretary of Dwasa, recommended a minimum wage level of R130 a month for full-time workers, R12 a day for a full-day chars and R6 for a half day. She also recommended an extra amount of R2 should be paid for overtime.

These wage levels excluded the cost of transport to and from the place of work.

Mrs Maqina told Weekend Post that Dwasa was recommending the increases because of the rising cost of living and the high rate of inflation. At present a family of three needed a minimum amount of R353 each month just to cover their costs, she said.

Dwasa chairman Mrs Elthia Suka said a lack of communication between the employer and domestic worker often led to misunderstanding and friction. It was essential that good working relations be established from the start. This was where Dwasa could play an important role, said Mrs Suka.

ished the race with most of the withdrawals result- 8:22,45, 6 B Longly/G Smuts, 8:87,38, 7 Paul 1st Junior G Woolaston (82).

Mercury 11/3/85

Report on domestic workers' conditions

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Pietermaritzburg Bureau

A REPORT into the conditions of employment of domestic workers and farm workers is expected to be released by the National Manpower Commission next month.

This was revealed to the Mercury when the association's National Organiser, Mrs Mary Mkhwanazi, was in Pietermariztburg at the weekend to speak to local members.

She said the date for the release of the report, which started about two years ago, followed a two-hour meeting between 10 delegates from domestic workers associations and a member of the commission, Mr S Erasmus, in Pretoria in December.

The impromptu meeting was decided at the association's annual conference last year after widespread dissatisfaction with the way that domestic workers associations were being handled by the commission.

Economy

'Mr Erasmus admitted that the investigation was the longest ever and that our first memorandum disappeared because there were too many of them and our letters never reached his office,' Mrs Mkhwanazi said.

The 17 page memorandum rejected the 'official viewpoint' that domestic workers in South Africa did not contribute to the economy and it recommended that domestic workers be protected by labour legislation.

Mrs Mkhwanazi said from what she had heard about the investigation she expected the report to give farm workers 'a better deal than domestic workers'.

The association recommends that a live-in 'relatively unskilled' domestic worker receive R133 a month for an eight hour day with three meals.

While a live-out worker should receive R133 a month, with an additional allowance for transport and two meals a day.

It further suggests that domestic workers receive one day off a week, with half a day off each weekend and an annual four week holiday with full pay.

How to treat the domestic worker

294
10/4/85
Slaw

As a contribution to improving race relations in South Africa, the Transvaal Council of the Jewish Board of Deputies has set guidelines for treatment of domestic workers.

In a leaflet to Jewish employers of domestic workers the board says:

"Most white South Africans probably have more contact with their domestic workers than with any other black people.

"Similarly, a large number of black people and their families may well judge white people by the way they are treated while working as domestic employees."

The leaflet emphasises that domestic workers should have working conditions and pay laid down after agreement in the same way as anyone else in employment.

There should be clarity on:

- Monthly or weekly salary to be paid.
- Duties expected.
- Hours of work.
- Time off.
- Rates for overtime.
- Pay increases.

PROVISION

- Bonus.
- Pension or other old-age provision.
- Period of notice.

"It is generally accepted that domestic workers are given uniform and meals," says the leaflet.

"Living-out workers will need to know which meals will be provided at work and the amount of any travelling allowance."

The living-in quarters should be comfortable and should include electricity, bathing and toilet facilities, hot and cold running water.

Under the heading "human relations" the leaflet reminds employers that a domestic worker could be a father, mother, grandparent and often head of a household.

At a community level the worker could well be a person of standing.

The board says different habits and attitudes must be understood.

Older people generally must be respected, a fact white children should be told.

Black people sit when called for an interview or discussion.

TRADITION

This is because it is their tradition to position themselves at a lower level to a superior or older person.

They do not greet a superior or older person first.

They may feel it rude to answer "No" when asked "Do you understand?" ... even if they do not.

They do not necessarily express gratitude in words; they cup hands, or bow a knee.

The extended family system means that the husband's mother and uncles and aunts on both sides of the family have special roles in the family system.

Sons and daughters are referred to as brothers and sisters, not cousins.

Funerals are important family occasions.

The board concludes: "As we are taught in the ethics of the fathers, one of the ways in which the Jew acquires Torah is through showing love and respect to mankind."

WOMAN



Some of the models from Studio Three in the city are enjoying soft drinks after the Culture Vulture designers show last weekend.

Domestics also need to feel well cared for

Sowetan 19/4/85 294

A domestic worker is an employee and should, therefore, have working conditions and a pay agreement in the same way as anyone else.

It may be desirable to have a simple written employment contract, which clearly states the terms of employment. This is part of the motivation in a document written by the Transvaal Council of the South African Jewish Board of Deputies, which is concerned with the improvement of race relations in South Africa. The leaflet was issued to Jewish employers with domestic servants.

The leaflet includes suggestions such as:

- Conditions of employment should be discussed when a domestic worker is engaged, to ensure that he / she understands and accepts the following;
- The monthly or weekly salary to be paid;
- The duties expected;
- The hours of work, time off, rates for overtime, pay increases, bonus pension or other old-age provisions, period of notice.

It is generally accepted that domestic workers are provided with uniforms and meals. Living-out workers will, of course, need to know which meals will be provided at work and the travel allowance.

Living-in domestic workers should be comfortable and their rooms should have electricity as well as bathing and toilet facilities, with hot and cold running water. As this will be where your employee spends most of his / her time and leisure hours, it is essential that they should have some facilities for receiving family, visitors and friends.

A domestic worker may, at a personal level be a father, mother, grandparent and often the head of a household. At a community level, he / she may well be a person of some standing, occupying a position of responsibility. Over the period of employment, one should determine one's employee's surname, the names of their next of kin and their addresses.

Some understanding of African customs may help to explain the behaviour of African employees, which might otherwise be considered odd, or even objectionable.

Habits

Different attitudes and habits need to be understood for better communication to be achieved.

Funerals are important family occasions. Ancient tradition holds that it is an insult to the spirit of departed relatives, not to attend funerals. By granting an employee the time and opportunity to participate in these rites, the employer demonstrates much compassion and good will.

The aged generally, must be respected. Especially if your domestic worker is middle aged or elderly, remember to make your children aware of this fact.

They do not greet a superior or older person first — they wait to be addressed, then respond. They might feel it is rude to answer "No" when asked, "Do you understand?" even if they do not.

Due to language differences, it is necessary to communicate in clear and straight forward terms.

Call for laws to protect domestics

OMC Times 30/4/85

By EBRAHIM MOOSA
Political Reporter

294

THE Labour Party yesterday called for legislation to protect domestic workers and servants.

Mr Cecil Herandien (LP Macassar), speaking during the manpower budget vote in the House of Representatives, said that domestic workers were still exploited.

The implementation of legislation preventing exploitation was imperative, he said.



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Domestic servants employment report will have to wait

ARGUS 28/5/85 294

Labour Reporter

A LONG-awaited report on employment conditions for domestic servants and farm workers will have to wait for the next parliamentary session for consideration.

The National Manpower Commission was instructed in 1982 to begin an inquiry into employment conditions for the two groups and the long delay in producing it has already been severely criticised.

It had been hoped the report would be ready for the current parliamentary session and the further delay is expected to produce even more criticism.

The director-general of manpower, Dr Piet van der Merwe, said today the report was still being printed and would not be available this session.

A spokesman for the Cape-based Domestic Workers' Association, said they would be discussing the delay and a statement would be issued later.

In December last year a delegation from three domestic workers unions — the SA Domestic Workers' Association, the Domestic Workers' Association and the Domestic Workers' Association of SA — travelled to Pretoria to protest to the Minister of Manpower, Mr Pietie du Plessis, about the delay.

Earlier requests for progress reports by the DWA in 1983 and May 1984 had no response.

The report is expected to deal with statutory mechanisms which could be created to govern conditions of employment for both groups and whether these mechanisms should fall within the ambit of existing legislation.

Domestic worker bodies angry at report delay

Labour Reporter

DOMESTIC workers' organisations in South Africa are dismayed that the long-awaited report on conditions of employment will be delayed at least until September.

Three organisations — the Domestic Workers' Association of South Africa, the South African Domestic Workers' Association, and the Domestic Workers' Association — condemned the delay.

The latest delay in publishing the report, commissioned in 1982, came when the Director-General of Manpower, Dr Piet van der Merwe, disclosed that it was still with the Government printer and would not be tabled in this session of Parliament.

WAITING

Mrs Maggie Oewies, of the Cape Town-based DWA, said a vital workforce was being overlooked and it was a shame the Government was holding back its help.

She said: "We have been waiting so long for this report — which we are hoping will give us something to fight the employers and now we have to wait even longer."

After a delegation from all three organisations visited Pretoria last December in a bid to see Manpower Minister Mr Pietie van der Merwe, they were told in a letter that the report would probably be published in April.

UNIMPORTANT

"They are delaying our struggle," said Mrs Pat Maqina of the Domestic Workers' Association of South Africa in Port Elizabeth. "It makes one very fed up. We need this report."

Mrs Mary Mkhwanazi of the South African Domestic Workers' Association said the Government seemed to regard domestic workers as unimportant.

She said: "But who wakes the country up every morning? What would all the working housewives do without their domestic servants?

"Without us things would be very different in this country and we are fed up with waiting for this report."

Burnt maid sues madam

A DOMESTIC worker who may be scarred for life, is claiming R5 000 from her former employer whom she claimed caused her to burn herself with boiling water.

Mrs Gladys Govana, 40, of Crossroads, told a Wynberg Magistrate's Court last week how she had burnt herself in March 1982.

She said she was cleaning a freezer with a bowl of boiling water at the Tokai house where she worked when her boss, Mrs Isabelle Fowkes, came up behind her and shouted at her.

"I was startled," she said. "I let the bowl fall and I slipped."

Mrs Govana said that after Mrs Fowkes had treated her arm for burns, she went to a doctor for treatment.

Mrs Fowkes told the court she was standing in the diningroom of their open plan house when the incident occurred.

SHOUT

"Gladys lifted the bowl up to the fridge and I told her to push it in further. I did not shout at her, although I may have raised my voice louder than normal.

Mrs Fowkes said it did not appear as if Mrs Govana had been startled. She could also not remember Mrs Govana slipping after she had let the bowl of boiling water fall.

Mr Johnny Sandler, appearing for Mrs Govana, handed into the court photographs of his client showing the burns on her arms. He also handed in a photograph showing the lay-out of the Fowkes house.

The trial was adjourned to give magistrate Mr M Beyers time to consider written arguments by the two lawyers — Mr Johnny Sandler (for Mrs Govana) and Mr Jonathan Watson (for Mrs Fowkes).

Prayer service for domestic servants

294 Mercury 10/7/95

Labour Reporter

MORE than 500 domestic workers are expected to attend a special prayer service at the YMCA in Beatrice Street tomorrow to urge the Government to introduce legislation setting out minimum wages and working conditions for them.

At present there is no legally-binding agreement on wages and conditions of service for domestic servants in private homes in terms of the Labour Relations Act.

Miss Nyma Mtetwa, a spokesman for the South African Domestic Workers' Association, said yesterday it was hoped that through prayers they could convince the Government to have a change of heart on domestic workers.

'Unlike workers in most categories of employment, domestic servants have no protection by law on the fixing of minimum wages and conditions of service. We have no recourse through legal channels to stop the exploitation of our labour,' she said.

In addition to the fixing of minimum wages and conditions of service they also wanted the payment of sick leave pay and pension made compulsory.

The service, which starts at 1 30 p m, will be conducted by the Rev Barney Dludla, a minister of the United Congregational Church.

House workers hold service in battle for rights

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NM 12/7/85

Labour Reporter

MORE than 200 domestic workers attended an ecumenical service at Durban's YMCA in Beatrice Street yesterday and later pledged full support for the South African Domestic Workers' Association in its battle for workers' rights.

During the two-hour service, conducted by the Rev Barney Dludla, a minister of the United Congregational Church, each woman held a lighted candle.

Mrs Mary Mkhwanazi, the association's national organiser, said the service was held in the hope that the Government would speed up the introduction of legislation protecting the rights of farm and domestic workers.

'Legally we are not allowed to strike or hold a picket to highlight our grievances. So, the only avenue open to us was a prayer service through which we demonstrated our feelings,' she said.

Their battle for recognition started in September 1982 when they submitted a memorandum to then Minister of Manpower, Mr Fanie Botha.

'In spite of repeated representations to the Government, we still had no joy. A 10-member delegation from the association went to Pretoria on December 6, 1984, to seek an interview with the minister, but he was not available. We met his representative and relayed our grievances to him.

'On February 7 this year we received a letter from the Minister of Manpower, Mr P T C du Plessis, in which he suggested we should wait for the decision on the report of the National Manpower Commission which was expected to be ready at the end of April.

'April has come and gone and we are still waiting,' she said.

According to the association, the present minimum rate of pay for domestic workers is R80 p m.

WHAT an incredible drudge the first half of TV1 was last night

TELLYVIEW

Indaba told of exploitation in SA

294

DOMESTIC workers should stand up and say "enough" to their exploitative working conditions, a South African delegate told the international United Nations end of the decade conference on Friday.

15/7/85 Sowetan

Mrs Margaret Nhlapo, director of the SA Domestic Workers' Association was speaking on a panel on migrant women and their families at Forum '85, the non-governmetal organisations' part of the UN conference.

Mrs Nhlapo spoke about the problems faced by women who were forced by economic necessity to seek work away from their homes and families.

● "Women often lose their husbands. They lose contact with their children," she said.

Mrs Nhlapo said domestic workers were an important part of South African economic life. This was greatly undervalued.

"It is time for domestic workers to stand up for their rights and say "enough," she said.

International groups should pressurise the South African Government to abolish apartheid and the discriminatory legislation that kept women oppressed, she said.

An Asian migrant worker to the United States, Mr Yellin Ku, said migrants had become "the new slaves" of the world.

She said American perpetuated myths about Asian migrants to justify their exploitation.

The myths were that Asians "have it made in America" and that they "like to work hard."

Many Asian women were forced into the garment trade, and there was still discrimination against Chinese people moving into other fields of employment.

A building contracter looking for workers had refused to take Chinese people, saying they were too short, Mr Ku said.

"I wonder if he thought the people who built the Great Wall of China were any smaller," she said.

Better deal urged for domestics

By Sheryl Raine

The National Manpower Commission (NMC) has recommended to the Government that further measures for the regulation of the conditions of employment of farm and domestic workers be implemented.

In its annual report for 1984, released yesterday, the NMC said its investigation into the conditions of employment of farm and domestic workers was complete.

Recommendations had been made to the Minister of Manpower and the NMC expected the results of its investigation to be made public some time this year.

The NMC had concluded that further statutory provisions were required.

The plight of farm labourers and domestic servants in South Africa has been a matter of concern among organised labour inside the country as well as outside.

The International Labour Organisation recently released a report on domestic servants which, the ILO said, had to struggle for survival in a "legal vacuum".

"Hundreds of black domestic workers subsist unprotected by any laws governing their wages, working hours or paid holidays," an ILO report said.

Lack of education opportunities and employment alternatives, coupled with influx control legislation restricting the movement of black workers, combined to trap domestic workers, in particular black women, in domestic service.

With no laws to protect them from exploitation, domestic workers were virtually at the mercy of their employers and had no hope of legal redress against maltreatment, prolonged working hours and low wages, the ILO maintained.

sunrise woman

Author is tired of the pretence and insincerity of 'society' gatherings

A talent for helping others

Star 3/8/85

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—by—
Kate McKinnell

Suzanne Gordon, in the words of an irate employer of a domestic servant, has done it again.

This gentle Johannesburg woman has once more brought the struggle of domestic servants into the spotlight, this time with a collection of short biographies, entitled "A Talent for Tomorrow".

The recently published book, often written in the black person's own words, reveals hardship and injustice which cannot fail to arouse empathy in the reader.

"I've had indignant reactions from employers already, but I really didn't mean the book as an attack on employers or an attempt to make them feel guilty.

"I wanted to document the courage of domestic workers whom I admire so strongly," says Mrs Gordon firmly.

Not an admiration built from patronising pity, but from the many close relationships she has formed with black women.

Quite openly, Mrs Gordon says she is tired of the pretence and insincerity she encounters at so many "society" gatherings. Contact with the people she writes about has been far more meaningful.

Chatting in her Sandton flat, it's easy to imagine this gracious woman in the role she loves and filled for many years — as an English schoolteacher.

But for over a decade now, Mrs Gordon has been stirring complacent households, demanding that domestic servants should receive just recognition for the integral role they play in South African society.

In 1971, when she joined the Johannesburg branch of the South African Institute of Race Relations as regional secretary, she became disillusioned with the "tea party" meetings.

"Our brief was to improve race relations, but I couldn't see this happening with the customary get togethers of black and white women sitting around stiffly with nothing to say to each other.

"So we invited women to a meeting where black people spoke and answered their questions about domestic workers," says Mrs Gordon.

This was the beginning of the Domestic Workers Employment Project (DWEP) which aimed to give white women more understanding of domestic workers, but more important, to bring together isolated and lonely black women working in Johannesburg homes.

DWEP helped establish over 200 Centres of Concern in churches throughout Johannesburg, where domestic workers met and learned skills such as sewing and cooking. These centres are now to be found throughout South Africa.

"White women were happy to participate and share their skills at these centres. But almost without exception, they would not attack the question of domestic workers' wages," says Mrs Gordon.

For her this issue was paramount — as national organiser of DWEP she issued recommendations for wage levels — and came under vitriolic attack from unsettled employers.

Letters to the Press, attacks on personal grounds, telephone calls in the middle of the night. It is not a tough exterior that has enabled Mrs Gordon to withstand public disapproval and rejection.

"When you believe in what you are doing, it's not so hard to bear," says Mrs Gordon.

In 1981 she left DWEP to help form the South African Domestic Workers Association (SADWA), an organisation now run entirely by domestic workers. Mrs Gordon believes the only way domestic workers can secure real improvements in working conditions is by working together in an organised way — through a trade union.

Even if minimum wages were secured by law, domestic workers would need the support of a trade union to ensure they obtained rightful wages and working conditions.

"Pensions are another issue of great concern to me — white employers seem to regard domestic workers as disposable commodities, forgetting about them when they become too old to work.

"I helped establish a pension fund where employers paid contributions to ensure their employee's welfare in old age.

"But, as my daughter says, I was naive in thinking that white employers would be willing to pay the contributions."

Being on this private pension fund also meant domestic workers could lose their rights to government pensions which are so hard to obtain.

In the past few years, Mrs Gordon has relinquished official commitments and has been less in the public eye. But her energy never lapsed as she hunted out and interviewed at length the subjects for her book.

"I so enjoyed the research that I would like to carry on, perhaps investigating the alternative South African history which so many old people in rural areas have to tell," says Mrs Gordon.

She was right when 30 years ago she refused to learn bridge as "insurance for her retirement".

She knew there would always be some battle into which she could pour her considerable energies.

● **A Talent for Tomorrow**, by Suzanne Gordon. (Ravan Press R14,95).



SUE GORDON: "When you believe in what you are doing, public disapproval and rejection is not so hard to bear."
● Picture by Ruphin Coudyzer.



GRIN STOPPER: It's okay to cry at a wedding, but just try laughing at a funeral.

It's no crying shame to manipulate with tears

Crying, like laughing and all other emotional responses, is partly socially conditioned.

There are certain social contexts for weeping, though tears, unlike laughter, are always rather more open to interpretation. You can laugh or cry at a wedding, but try laughing at a funeral ...

Some societies encourage all forms of bodily expression — shouting, shrieking, even belching — so they encourage tears more, too. But loss of bodily control often goes with loss of social control and it is perhaps for that reason that the British are not a nation of blubbers.

Few of us, however, are unmoved by tears and these days we tend to react to the point where we have become rather voyeuristic about weeping. Through television we see people crying more often and we have come to expect this final "breaking down" as a necessary way to cleanse and renew.

The sound of Princess Michael of Kent weeping into a microphone recently was a case in point.

Another danger, however, stems not from voyeurism, but from psychological theories which hold that all expressions of emotion are good, but are based on the naive assumption that the expression of the emotion, grief, actually corresponds to the inner state. This is dangerous because it could mean that people are learning to show emotion in order to manipulate the environment.

Women's tears, of course, have traditionally been held to do this, and given the unequal power structure there had to be some truth in that. Nowadays, however, both men and women are being taught that tears are a quick and easy claim to honesty as well as attention.

If you can show more emotion, then you're honest, and largely through the media, we're demanding public displays of emotion that were traditionally reserved for intimacy.

Think about our contemporary ritual occasions for the expression of tears. They are becoming more banal — the Academy Awards ceremony or Miss World, for example.

We expect tears there, and one immortal line from Alexis in "Dynasty", such as "You've killed my baby", can have the nation in paroxysms.

We are manipulated and we manipulate, too. There are public weepers and private ones; those who wail like banshees and others who dab at their eyes with their handkerchiefs. At one end of the scale are those who see crying as "a real luxury", a self-indulgent activity to be engaged in only in the greatest secrecy.

"Wallowing in tears" is thought of in the same way as wallowing in a hot bath, something not to be done when the children are around. Or else those who hold this view are professionals — doctors, nurses and so on — who feel tears would add a human dimension that might diminish their authority, so they maintain superiority with stony silence.

Then, of course, we all know the teenage daughters who not only weep into their pillows, but make sure they leave the bedroom door just a little bit ajar. The cry is a signal, just as much as the newborn babe's.

"What's the matter?" becomes the ritualised entrée into a new discourse — the "matter" being anything from new shoes to unrequited love.

The break-down-and-tell-it-all-publicity weepers, who do it in the most surprising social contexts (not the analyst's consulting room, but at the school parents' day, or when you're entertaining your in-laws), are the ones who use weeping as a perverse form of one-upmanship, forcing a change in the level of discourse.

Surprisingly, the traditional ritual occasions for the expression of tears leave least room for manipulation. When we go to funeral, wedding or evangelical meetings, we go with the expectation of tears. The stage is set for it: the build-up of emotions is there, as are the right triggers.

But because we do it together, we're not hoping to use it at the expense of anyone else. Here it's freely expressed emotion, not a "bird-dance" for moral superiority. — *Sunday Times, London.*

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the townships' rage of violence

was scared but I felt safe, hidlren were with me. I I am lucky they are , you can't keep boys in-

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ting to work yesterday ing was a problem be- there were no buses ng from Guguletu. She o walk past the Manen- police station before get- bus. She wasn't stopped going to work.

ere was a lot of rubbish in the streets this morning, it was very messy. I came down NY2 and there were tyres still burning there," she said.

Mrs N said in the 12 years she had been working in Cape Town things had never been so bad.

"It's bad this time, seeing what's happening all around us and we are all so nervous. I must go back to Guguletu tonight. I'm already nervous, but I'll handle it when the time comes," she said.

Mrs B, a mother of three from Guguletu, stayed overnight with her employers in the southern suburbs on Wednesday night because all roads into the township were cordoned off.

"Even if I had wanted to go home, I couldn't because there weren't any buses," she said. All she could do was telephone her children and tell them to lock themselves inside the house and not open the door to anyone. Her cousin's sister was asked to look after her baby.

"I am worried about my children, but I know they are safe. They won't go out into the streets because they know they will get hurt if they go out there."

Mrs B saw her cousin's sister yesterday morning who said she had heard shots being fired throughout Wednesday night. In the morning the streets, particularly NY1 and NY7, were littered with teargas canisters, stones, bottles and a "lot of other rubbish."

"I don't know if I will be able to get home tonight," she said.

Miss E, of Nyanga, who has been working in Cape Town for 15 years, said she found it very difficult to get home on Wednesday night after work but did not know what the situation would be last night.

When she left yesterday morning there were no buses and people were fighting about the taxis.

Yesterday her cousin took her from her home to the bus station in Plumstead from where she took a bus to her place of work.

Other people were forced to walk to the station but were not stopped from taking the train.

"It was quiet in Nyanga on Wednesday night but I don't know what to do," she told the Cape Times. "I feel that I want to go home to my mother's place in Colesberg. But I think they are also fighting there."

Trapped in the townships' rage

Staff Reporter

TOWNSHIP violence and a disrupted bus service has forced hundreds of domestic workers to stay home and many only made it to work yesterday by slipping out before dawn and walking long distances.

The Cape Times spoke to some of them yesterday about their experiences.

Mrs N, a mother of four daughters from Guguletu, decided against going to work on Wednesday because she felt it wasn't safe.

"I have to walk down NY6 and NY5 to get a bus, but I decided not to take a chance. People were gathered in places, singing, and running around. The police were throwing teargas in the road and then after that the people were throwing stones.

"So I just stayed inside my house because if you just put your nose out the teargas blows in from the back or the front."

Mrs N said she heard gunshots throughout Wednesday from all sections of Guguletu.

"I was scared but I felt safe, my chidlren were with me. I think I am lucky they are girls, you can't keep boys inside."

She said things were quiet during the night.

Getting to work yesterday morning was a problem because there were no buses leaving from Guguletu. She had to walk past the Manenberg police station before getting a bus. She wasn't stopped from going to work.

"There was a lot of rubbish in the streets this morning, it was very messy. I came down NY2 and there were tyres still burning there," she said.

Mrs N said in the 12 years she had been working in Cape Town things had never been so bad.

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Wages: 2 000 servants fired

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DISPATCH 05/09/85

HARARE — The trade union representing Zimbabwe's house and garden servants claims 2 000 of them have been sacked — in defiance of the law — since Mr Robert Mugabe's government decreed a 15 per cent rise in their pay before the general election.

With Zimbabwe's white population down from 280 000 ten years ago to around 100 000, employment opportunities are scarce in this job-hungry country.

Although the growing expatriate community, believed to number 20 000, offer work prospects for servants, Zimbabwe's burgeoning black middle-class is not favoured, since its members tend to employ younger relatives from rural areas.

Mr Gilbert Shoko of the Zimbabwe Domestic and Allied Workers' Union said 820 domestic servants had been sacked in Harare alone since the R13 a month pay rise was decreed in June.

Servants get R60 a month and 'no respect' in wealthy suburb

Labour Reporter

DOMESTIC workers employed in the plush Indian suburb of Reservoir Hills were earning an average of R60 a month, which was far below the minimum wage rate, Miss Nyami Mtethwa, a field worker of the South African Domestic Workers' Association, said in Durban yesterday.

The association held a meeting of domestic workers at the St John's Lutheran Church in Reservoir Hills to discuss pay and conditions of employment.

'The average salary is about R60 a month and some workers reported that they were not allowed to use their employer's toilet facilities and were forced to answer calls of nature by going to the bush,' she said.

Miss Mtethwa said one worker, who earned R140 a month, claimed she started work at 6 a m and finished at 10 p m with only an hour's lunch break.

Three shops

'One woman reported that she cleaned three shops belonging to her employer before cleaning the house at 1 p m and received R80 a month. She was locked in when she started working in the house.

'Others said when their employers registered them with the Natalia Development Board's labour bureau they promised to pay them a certain salary but in actual cash it was far less. Workers pay for their own medical expenses,' she said.

Miss Mtethwa said the general complaint among workers at the meeting was that their employers showed no respect towards them.

'They won't sit down and try to resolve disputes and misunderstandings in a realistic manner. They simply do not care,' she added.

The association, which is campaigning for legal protection for the rights and conditions of employment of domestic workers, is holding meetings in various suburbs to listen to grievances.

It recently made representations to the Government to introduce legislation protecting the rights of domestic workers and making it compulsory for employers to make contributions towards a pension fund and also give sick leave pay.

She said the association was asking for minimum monthly pay of R146.

Fight for better pay for servants 'will continue'

19/9/85
294 Mercury

Labour Reporter

THE South African Domestic Workers' Association will continue its battle with employers to pay their servants a 'living wage', Miss Nyami Mtethwa, the association's field worker, said yesterday.

She told the Mercury the association had received further evidence of 'gross underpayment' of wages of domestic workers employed in some of the elite suburbs.

Although the average pay in Westville was R105, some workers were being paid R60 a month, she said. Mrs Rebecca Mkhwanazi, who has 10 years' service and occupies the servants' quarters at her employers' home in Westville, earns R150 a month.

Average

'A survey of households in Kloof showed that domestic workers are being paid an average of R100 a month. The highest paid worker was Mrs Thembi Cele who earns R200. Others were paid R180 but in most cases the servants lived on their employers' premises and received other benefits including food and clothing.

'At Hillcrest the average pay is R90. However, some workers still earn R60 a month. Mrs Patricia Luthuli, who lives on her employer's premises, is paid R150 a month.

'Domestic workers in the plush suburb of Durban North earn an average of R90 monthly.

One woman who has been working for 15 years and living-in earns R110 a month. In some cases, the pay is R150.

'Workers in Montclair are also paid an average of R90. One woman with 10 years' service is paid R70 a month,' she added.

Miss Mtethwa said although some employers were paying their servants above minimum wage rates, most workers were not happy.

'What is going to happen to these people once they reach retirement age? There is no provision for pension and other benefits associated with long service,' she said.

Mr J N Hitchcock, divisional inspector of the Department of Manpower in Durban, said yesterday that there was no provision in the Labour Relations Act on wage controls for domestic and farm workers.

'Until the Act is amended we are powerless to take any action against employers who underpay their workers,' he said.

Domestics' anger rising over rights

(1384) (294) STAR 25/9/85

South Africa's domestic workers are not included in any labour legislation and have no legal protection or rights. JILL GOWANS talks to Mary Mkhwanazi, national organiser of the South African Domestic Workers' Association, about their growing anger at the Government's delay in introducing protective legislation.

Growing anger and frustration is being expressed by members of the South African Domestic Workers' Association (Sadwa) at the Government's lack of response to the urgent memorandum it submitted in 1982 urging labour legislation for domestics and farm labourers.

"How much longer do we have to wait for recognition of the vital role we play in South Africa?" asked Mrs Mary Mkhwanazi, Sadwa's tough and articulate national organiser, who is herself a former domestic.

"With farm labourers, we are the oldest type of worker in the country, and we are still left out of labour legislation. We have no legal rights, no minimum wages, no conditions of employment, no medical aid, no workmen's compensation if we are injured, and no official pensions.

WAGE RISE

"Yet, give me a chance to spirit away all the domestic workers, and what would happen? Who wakes up South Africa? Who brings up other people's children while our own are left in the hands of old people?

"Employers have got domestic workers right here," she said, pointing to the palm of her hand.

"Workers are angry and frustrated but, understandably, afraid to take real action because of fear of losing their jobs.

"But we are getting to the stage that if the Government does not do something, we will take action.

"What do you say to a woman who has been summarily dismissed after 19 years, and who earned R50 a month?" she asked.

She said that according to the latest figures in Natal alone, there are 103 820 registered domestics in the province, excluding thousands unregistered.



MARY MKHWANAZI: "Give me a chance to spirit away all the domesitc workers and what would happen? Who wakes up South Africa? Who brings up other people's children while our own are left in the hands of old people?"

"Yet when we ask for a minimum wage the public cries out: 'You're doing the domestic out of a job'.

"I remember in 1978 when we recommended R60 a month, employers said: 'We'll do without.' But they didn't. When the price of petrol goes up, people don't stop driving their cars."

In its 1982 memorandum to the Department of Manpower, Sadwa asked for, among other things:

- A written contract of employment.
- A 40-hour week.
- A minimum wage plus a transport allowance if travelling is involved.
- The benefits of workmen's compensation.
- Unemployment benefits.
- A month's notice, or one month's pay in lieu thereof.

"We submitted the memorandum as a matter of urgency," said Mrs Mkhwanazi. "A year later we received acknowledgement of it.

"In 1984 I was asked by the association to go to Pretoria to find out what was happening.

"I did this and was told the investigation into the memorandum was complete, but the report still had to be translated into English and would be brought before Parliament in the first half of this year.

"Nothing has happened, despite our letters and telephone calls.

"In the meantime thousands of domestics are becoming more and more impoverished as they battle to make ends meet.

"Some people believe Sadwa is a political body trying to cause trouble. I can tell you we don't know what politics means.

"All we want to do is get the workers out of the iron grip of employers and into a reasonable working situation.

"Of course, there are plenty of good employers who pay well and treat their workers well. But the workers don't realise their employers may move away or not want them any more, and they have no guarantee the next job will be as good."

NO COMMENT

Officials of the Department of Manpower refused to comment on the progress of Sadwa's memorandum, but Dr Alex Boraine, Progressive Federal Party MP and its spokesman for labour, said the report on the memorandum would be tabled towards the end of the year. He would raise the matter in Parliament as soon as possible.

- Sadwa, formed in 1981 as an independent employee-run offshoot of DWEP, the Domestic Workers' and Employers' Project, now has six branches throughout the country.

Among its aims are:

- To protect workers against exploitation and to secure fair and reasonable working conditions.
- To help workers with problems and to become a mouthpiece for them in negotiations with employers.
- To work towards a trade union.

Sadwa's telephone number is (011) 23-0667.

Heartache of maids in some white homes

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STAR 25/9/85

The spirit of "sacrifice today to give tomorrow's generation a better deal" runs throughout the 23 vibrant interviews with Johannesburg domestic workers, conducted by Suzanne Gordon and published in a remarkable book called **A Talent for Tomorrow.**

It is not just a heartbreaking, repetitive and mind-numbing account of the difficulties of this uniquely deprived labour force. Nor is it a tirade against employers.

It unfolds into a fascinating human story of complex and vital personalities, one that contrasts the natural ebb and flow of rural life with the cold reality of city living.

From the oldest, born in 1902, to the youngest, born in 1950, almost all the workers were driven from their rural homes by poverty, sneaking by the back door into the city to domestic jobs found by friends and relatives already working there.

It's the story, for instance, of Epsie, sent to work aged 13 in 1923, terrified and lonely, crying herself to sleep in her room, longing for her family.

Now elderly, she lives in Alexandra township, rising at 3 am to make sandwiches to sell to schoolchildren. She has assumed responsibility for her family throughout her life and now cares for her daughters' five children.

And Christine, describing how she felt on Sunday mornings waiting for her employers to get up:

"You feel so lonely, you feel like you are lost. They will get up very late and you will never be able to go to church. They don't feel the pain you've got waiting to go to church."

And hints of the new generations: "I had a lot of faith in white people, but not my child. Different generation. He hasn't got any faith in whites. His children have only Zulu names. He says white names are slave names."

And highlighting the unspeakable: "Once you are sick, you are no good to them, they want another new one. It's just like when something in the kitchen doesn't work, you just throw it away and you buy a new one.

"And we are human beings, just like them. If they are sick, we look after them. Why can't they look after us?

"You work long hours. They entertain, they make parties and they don't care very much about you. You can't get into the high people's hearts.

"She'll tell you all her sadness about money because she doesn't want you to approach her. She leaves me with her family and goes to Sun City for the night."

The chief thrust of the lives of these workers is to educate their daughters so they would not have to struggle and toil as their parents have done.

"My master says we don't go to church to pray, but to become communists. My life has been hard on earth. I wish God made me a place to live nice in heaven." — JILL GOWANS.

● **A Talent For Tomorrow — life stories of South African servants** by Suzanne Gordon (Ravan Press, R14,95).

RE

Domestics lose art centre

Municipal Reporter

DOMESTIC workers in Green and Sea Point have lost their chance of acquiring the Cape Town Art Centre as a permanent venue for recreation and training.

The City Council voted yesterday to lease the centre for commercial or non-commercial purposes for 10 years, provided the lessee has the funds to restore and maintain the building.

During the debate, Mr Sam Gross argued that the Domestic Workers' Association (DWA), which currently has part-time use of the building, should be given permanent occupation.

The council has undertaken to find another venue for the DWA but Mr Gross claimed there was no alternative to the Art Centre.

Mrs Joan Kantey said the council should support the efforts of domestic workers to improve their skills.

The council, with only four women members, did not represent City women and certainly did not represent domestic workers, she said.

An attempt to have the matter referred back to the Executive Committee for reconsideration was lost by 16 votes to 14.

Domestics' plea on art centre

Municipal Reporter

DOMESTIC workers in Green and Sea Point have asked their employers to join them in their fight for the Cape Town Art Centre as a permanent recreation and training centre.

The City Council yesterday decided to lease the Art Centre for commercial or non-commercial purposes, provided the lessee was able to restore the building.

The Domestic Workers' Association, which is currently using the building twice a week, has been unable to raise the R100 000 needed for restoration.

In a statement yesterday, the DWA said the council was "clearly not aware of the situation of domestic workers in Green and Sea Point.

"These people have no facilities whatsoever.

"The chairperson of the DWA in Green and Sea Point, Mrs Alice Jalie, is pleading to all employers to stand with the domestic workers to appeal to the city council for the Cape Town Art Centre.

"These women are contributing to the economy of South Africa.

"It is the domestic worker's child who is an unskilled labourer.

"It is the domestic worker who gives her employer a chance to run her business plus having children and a successful home."

R70 a month 'fair' wage says consul

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Mercury 8/10/85

Mercury Reporter

THE Italian consul in Durban is paying his maid R63 less than the minimum 'fair' wage suggested by the South African Domestic Workers' Association.

Mrs Virginia Monqo, who supports three children and has worked for the consul for three years, earns R70 a month after a R5 increase in July.

The national organiser of the association, Mrs Mary Mkhwanazi, said she should be earning at least R133 a month for a 48-hour week with three meals a day and accommodation included.

Mrs Monqo works a 65-hour week.

But the consul, Mr L Sembiante, is adamant that Mrs Monqo is 'one of the family' and earns a fair wage.

'She lives here and eats our food as well as getting free medical assistance,' said Mr Sembiante, who lives on the Berea.

'Although we only pay her R70 what she actually gets amounts to about R200.'.

The Mercury was told of Mrs Monqo's plight by a concerned Umbilo businessman who said he was 'surprised at the Italian consul'.

He referred to a visit to South Africa by a three-man fact-finding delegation from the EEC

'How can a country like Italy investigate the internal problems here when one of their own diplomats pays a local worker this kind of money?' he asked.

And Mrs Mkhwanazi said the wage Mrs Monqo was earning was a 'disgrace'.

'You would think somebody who is in a diplomatic position would set a better example,' Mrs Mkhwanazi said.

Excessive

Mr Sembiante said domestic workers who demanded 'excessive' salaries faced being fired and then they would have no income at all.

'I couldn't possibly afford to pay my maid R133 a month as well as giving her food and accommodation — I'm not Oppenheimer,' he said.

A spokesman for the Italian Ambassador in Pretoria, Mr G Ivancich, said the ambassador could not comment 'on private matters'.

The South African Domestic Workers' Association has been fighting since 1982 for labour legislation for domestic workers and farm labourers. At present there is no provision in the Labour Relations Act on wage controls for domestic workers and farm workers.

R20 wage increase by consul 'a sop'

Own Correspondent

DURBAN. — The Italian Consul, Mr L Sembiante, has increased his domestic worker's wage by R20 after a newspaper reported this week that she was earning only R70 a month.

However, the R90 Mrs Virginia Monqo is now receiving is still R43 short of the minimum "fair" wage suggested by the South African Domestic Workers' Association (Sadwa).

Politicians reacted to Mr Sembiante's offer of a R20 increase by saying he was an embarrassment to his country.

"For a man of Mr Sembiante's means and status the addition of R20 is a mere sop," said Mr Peter Gastrow, Progressive Federal Party MP for Durban Central, in whose constituency Mr Sembiante lives.

The Sadwa national organizer, Mrs Mary Mkhwanazi, said the consul should have increased Mrs Monqo's salary a long time before "instead of waiting for the Natal Mercury to rock the boat".

Mr Sembiante, however, said the article had nothing to do with the wage increase.

He would not comment on Mrs Monqo's 65-hour week, which is 17 hours more than the Sadwa recommended week.

● Inquiries yesterday appeared to reveal that South African diplomats abroad pride themselves on being good employers, generally paying more than the local "going rate".

Conditions vary from country to country and there is no official policy on how to pay domestic workers, each diplomat being personally responsible.

Unlike South Africa, many foreign countries have strong unions covering domestic workers.

Consuls keep mum on wages

Mercury 294 Sowetan 10/10/85

Mercury Reporter

THE South African public had a right to know what foreign diplomats were paying their domestic servants, a PFP spokesman said yesterday.

Mr Peter Gastrow, PFP MP for Durban Central, was reacting to an investigation conducted by the Mercury into what members of Durban's diplomatic corps paid their domestic workers.

Most of the consuls approached by the Mercury yesterday were reluctant to disclose what they paid their domestics.

In fact they said the wages were a private matter which the media had no right to query.

The consuls were approached after it was revealed that the Italian Consul in Durban, Mr L Sembiante, paid his maid R70 a month — R63 less than the minimum 'living' wage suggested by the South African Domestic Workers' Association.

After the report appeared Mr Sembiante said he had raised his maid's wage by R20.

'I suppose the contractual relationship between employer and employee is not something which the public should stick its nose into,' said Mr Gastrow.

On the other hand, however, he said employers who were satisfied they were paying a reasonable wage should have no reason to withhold the details of such wages from the public.

'This would apply more so to diplomats of foreign States. Part of their function is to stick their noses into employer/employee relationships in South Africa,' Mr Gastrow said.

'South Africans are therefore entitled to know whether those representatives are pulling their weight in that regard.'

'Unforgivable'

The Austrian Consul, Mr Walter Wellisch, said: 'The article on Mr Sembiante was a gross invasion of privacy and I see no reason for any newspaper to make investigations against an individual.

'It is an unforgivable transgression and I would sue the reporter who entered my premises to make this kind of investigation.'

Mr Wellisch said however that he could not comment on the 'rights and wrongs' of what Mr Sembiante paid his maid.

The Finland/Norway Consul, Mr Ernst Larsen, said that he 'disagreed that the issue should have been made public'.

'It is disgusting and a bloody cheek,' he said.

The United Kingdom consul, Mr Simon Davey, referred all questions to the Press officer of the British Embassy in Pretoria, Mr Martin Griffiths.

Mr Griffiths said he had no comment to make on Mr Sembiante and what embassy staff paid their servants was 'up to them'.

'However, we do make guidelines of what our staff might like to a pay based on the workers' association's guidelines,' he said.

But he emphasised that this was only a guideline and not a firm rule.

Sullivan Code

'I do not feel entitled to talk about the salary which a third person receives,' said the Federal Republic of German Consul, Mr W H Friedel.

'It is a matter between myself and my employees only.'

The Consul of Denmark/Thailand, Mr Georg Thygesen, said he had subscribed to the Sullivan Code (which refers to fair wages and working conditions) since it was introduced.

'Every six months we report to the Foreign Minister regarding the wages of all our employees,' Mr Thygesen said.

And Portugal's Vice Consul, Countess Maria Jankovic-Vesan, said she was 'certainly paying a lot more than R70'.

'In fact I pay more than double that,' she said.

Meanwhile our Political Correspondent Ormande Pollok reports that South Africa's Ambassador in Rome, Mr Jim Steward, confirmed yesterday that his two domestics were paid the 'going rate' applicable to embassies in the Italian capital city.

He did not want to reveal the actual amount paid as it was a personal matter involving the employees.

However, he said they both had contracts based on an official Italian Government contract which governed hours of work and pay.

Apart from this he paid a 'substantial' amount into a services organisation fund which covered the employees' medical aid and pension benefits.

His two workers also received board and lodging as well as uniforms and rotated on afternoon duties.

'We treat our people very well,' he said.

SA servants on way out

A GROWING trend towards a servantless society was manifesting itself as more and more SA kitchens were being fully automated.

The same move towards household automation which had taken place in Europe 20 years ago was becoming apparent in SA, Peter Klaussner, executive director of AEG (consumer goods), said in Johannesburg yesterday.

Though the appliances market was down by 30% to 40% in real terms against last year, AEG faced a reduction of only between 15-50%, he said.

Klaussner stressed that AEG had no intention of withdrawing from SA

"In spite of the fact that certain foreign companies have closed their operations in SA, AEG has no thought of pulling out.

"We have been represented in SA since 1898. We have survived a few major crises and we are sure we will weather the current storm," he said.

Business Day Reporter

'This is my stand'

Woman refuses to register maid, gets 10-day jail sentence

Weekend Argus Correspondent

JOHANNESBURG. — Marion Crawford, 43, of Orchards, Johannesburg, went to jail this week for a principle — she refused to register her illegal maid.

A Johannesburg magistrate, Mr H P Holtzhausen, found her guilty of the offence and fined her R100 (or 10 days' imprisonment).

Mrs Crawford turned pale and gripped the dock as she was sentenced. She left the dock and walked slowly to a bench against the side of the court.

"I'm going to jail," she murmured to her husband. "I will not pay a cent to support this iniquitous system."

Just then a policeman tapped her on the arm and indicated that she should follow him to pay the fine.

Gates unlocked

Without a backward glance, she followed him out of the court, through the passages and down to a large basement room closed off by bars and guarded by two policemen. The gates were unlocked, Mrs Crawford was ushered through and they clanged shut behind her.

She walked to a counter on the far side where several policemen sat. "I'm not paying the fine," she said. They filled in forms and then escorted her down a passage and out of sight to the cells and a 10-day jail sentence.

Earlier, the crowded court listened as Mrs Crawford — a marketing research analyst — said that she found the influx control and pass laws abhorrent and that she would not be party to such a discriminatory, unjust system that violated human dignity and rights.

Influx control

For just less than an hour, Marion Crawford told the court that she felt it was time for the ordinary person to stand up and be counted; that decent South Africans had had enough of ugly apartheid and that it was time for change.

Because there had been so much talk, including at high Government level, of abolishing influx control, she could not understand why pass offence arrests weren't being phased out. She could not understand what she was doing standing in court as a criminal over a law that was reputedly about to be scrapped.

Represented by Advocate Modise Khosa, she said she could not morally bring herself to comply with the influx control law which was why she employed Mrs Pauline Makanya, of Rustenburg, knowing that she was unable to be registered.

She said the system was immoral and she would not be party to it.

"It is blatantly discriminatory, unjust and violates human dignity and basic human rights. It denies people the right and mobility to sell their labour freely.

"It is one of the cornerstones of apartheid to which I've been opposed all my life. It results in untold hardship — unemployment, poverty and starvation.

"I find myself having to choose between what is morally right and what is legal. It is a pity that the two do not coincide. For me it would be morally wrong and indefensible to comply with this law.

"The whole world is opposed to South Africa because we are the only country in the world where racial discrimination is law. That is the difference between South Africa and everywhere else, not whether and to what extent discrimination exists, but the fact that it is law — the law of the land.

"I am not alone in wanting to see the end of this and other iniquitous laws.

"This is my personal stand and I am amazed, surprised and saddened that raids are still being made. I think these laws are morally reprehensible, damaging to us internationally. I love my country, I don't want to see it destroyed."

Andre Botha tough in the mud

Argus Correspondent

JOHANNESBURG. — Randburg's Andre Botha won the 1985 Star/Sun International Roof of Africa Rally after more than 1 000 kilometres of tough racing in the scorching heat through the mountains of Lesotho.

He did not cross the finish line in first position but his time over the three days was enough to put him ahead of "Gentleman" Jack Spencer in second position and Klaus Degener in third.

He drove a single-seater Chenowgh.

"This was my first finish in five attempts on the Roof of Africa — and what a way to finish," he said.

The highlight of this year's "Roof" was the stunning victory in the two-wheel section by Australian champion Murray Watt on a KTM 350cc

w/c Argus 26/10/85 (294)



Suzanne Gordon, the author.

While people call for talks who'll listen?

DALE LAUTENBACH
Weekend Argus Reporter

AFTER 10 years spent developing the Domestic Workers and Employers Project and with the publication of a collection of biographies of 23 domestic servants, Suzanne Gordon has a simple but powerful message: Listen, she says, listen.



Christopher Solo Mathime Malepe tells his story in the book. He was 'lucky' — his employer allowed him to train as a dental mechanic.

"That's the most important but painful thing in the world, isn't it?"

Speaking of white South Africans — invariably the group which employs black domestic workers — Mrs Gordon is fraught with despair about white attitudes.

"I've actually almost given up. If people don't want to listen, to know, they won't. We have to go through the pain of listening to the pain the blacks in this country have been through."

In A Talent for Tomorrow (published by Ravan Press) Mrs Gordon presents the life stories of 23 South African servants: their pain, their frustration and also their joy, humour and hope. And there is some reference too to the history which has created their plight.



It is a touching book and, she hopes, after reading it an employer might be moved to think: "God, I've never really thought about the woman in the kitchen. Perhaps there's more to 'my servant' than cleaning and peeling potatoes. She is a person with family, history and identity" ... and then to question and listen.



Margaret Mazonyeni Sithole, interviewed in the book: "She is avid for new experiences. In 1982 she started jogging."

There are employers who care and listen but with today's news setting the atmosphere of our interview, she is not satisfied that these exceptions provide much to be optimistic about.

"What struck me again and again while researching the book is the lack of bitterness and how so many of these domestic workers have developed philosophies for dealing with a situation which requires that they handle these crazy, neurotic, selfish white housewives.

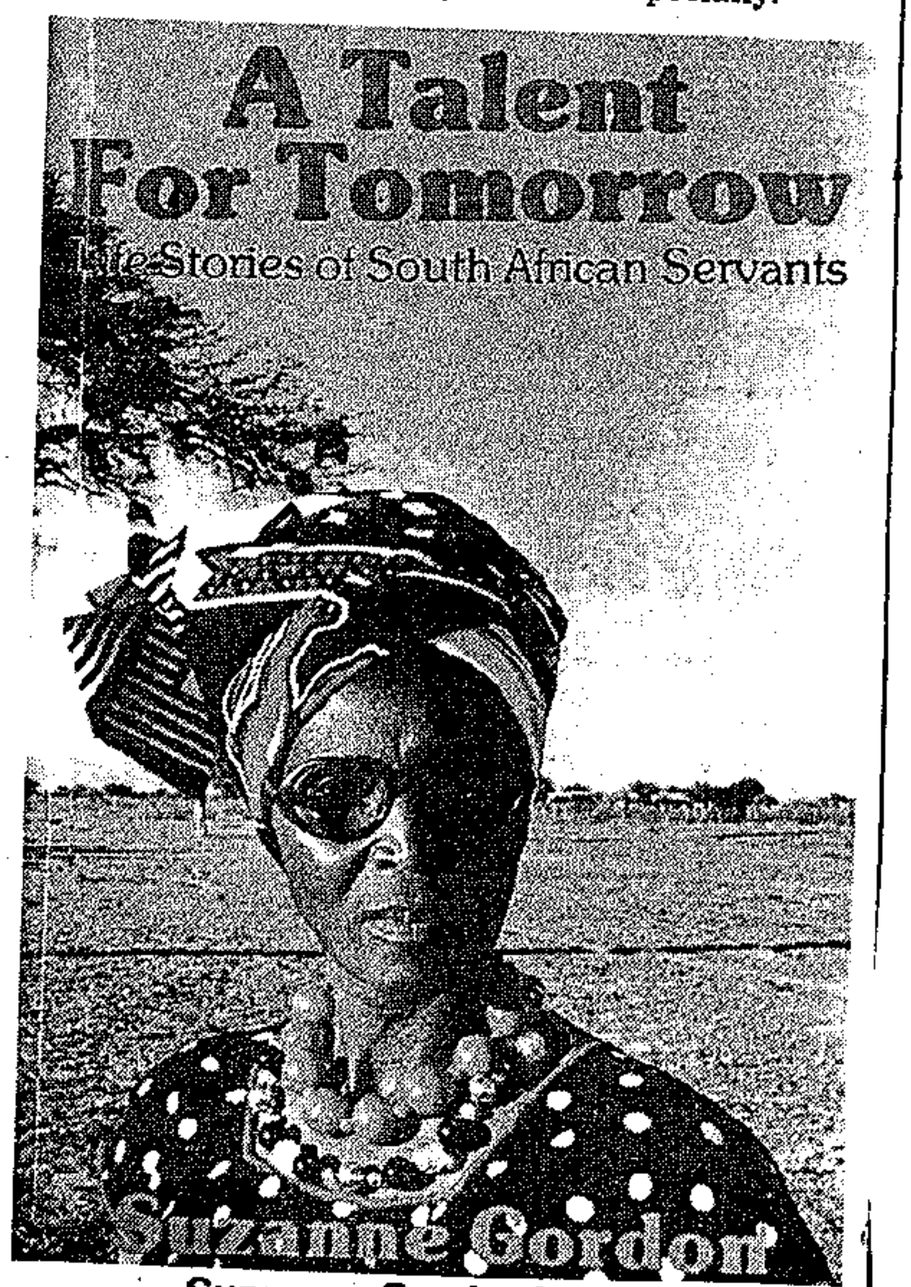


Elizabeth Nomkhitha Siphika, another interviewee: "I'd like to go on with my education. Now I'm stuck. I can't educate myself and look after my mother and my children."

"The domestic worker is often a therapist and throughout I found such extraordinary resilience and humour. I wrote the book because I wanted people to realise how admirable and marvellous these people are. Heroic sometimes ..."

Mrs Gordon lives in Johannesburg but came to Cape Town this week to give a talk about her book at the Feminist Book Fair in Cavendish Square.

"I had no idea it was a feminist thing," she says, and laughs. "My book is not a feminist book. But I'm all for people and perhaps women especially."



Suzanne Gordon's book.

Woman opts for jail as protest

JOHANNESBURG. — A woman who was sentenced to R100 or 10 days in jail for not registering her "illegal" domestic worker last week chose to go to jail.

Mrs Marion Crawford, 43, of Orchards, appeared in the Magistrates Court here on Thursday before Mr H P Holtzhausen.

Mrs Crawford left the dock after sentence was passed and told her husband: "I'm going to jail. I will not pay a cent to support this iniquitous system."

When Mrs Crawford was ushered into a basement room of the court building where fines are paid, she told several policemen there: "I'm not paying the fine."

She was then ushered out to begin serving her sentence.

Mrs Crawford, who is the mother of two daughters aged 17 and 18, said she found the influx control and pass laws in South Africa abhorrent.

Moral

She said she would not be party to such a discriminatory, unjust system that violated human dignity and rights.

Mrs Crawford, who was represented by Mr Modise Khosa, said she could not bring herself on moral grounds, to comply with the influx control laws.

"I find myself having to choose between what is morally right and what is legal. It is a pity that the two do not coincide."

Mrs Crawford said that although calls for the abolition of pass and influx control laws had been made by government bodies, influential businessmen and individuals, some of whom she cited, she was "amazed, surprised and saddened that raids are still being made".

The magistrate said the court did not make the law but had to enforce it. — Sapa

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e Makanye

'Illegal' employer to be released

From SOPHIE TEMA

JOHANNESBURG. — Marion Crawford — who chose to serve a 10-day jail term rather than pay a R100 fine for failing to register her domestic worker — is expected to be released today.

Crawford, a 43-year-old mother of two teenage daughters, was found guilty in the Johannesburg Magistrate's Court last week for failing to register Mrs Pauline Makanye.

When Crawford appeared in court she told the bench that she had always been opposed to South Africa's race policies from the time she was a child.

She criticized the government for claiming it was prepared to move away from race discrimination when blacks were still being arrested for pass offences.

Mrs Makanye, a mother of two children, said she came to Johannesburg in 1975 from Tsitsing, near Rustenburg.

Since then she had worked for several employers in Johannesburg and joined the Crawford family in 1983.

She has a Bophuthatswana travel document which allows her to remain in Johannesburg while employed.

Speaking from the Crawford home yesterday Mrs Makanye said she had offered to pay her employer's fine after she had been found guilty and sentenced.

But her employer had refused and said: "I have always vowed that if I am ever arrested for an apartheid offence, I would rather go to jail, and not pay a single fine."

Crawford's daughter, Justine, who this week was preparing for her matric examination, said:

"I know Pauline is feeling very bad about it but my mother knew what she was doing."

Pauline, wearing a pink overall and matching doek, was near to tears as she said: "I cannot understand why Mrs Crawford had to make such a sacrifice for my sake.

"She would not let me pay her fine, and instead offered to go to jail. I feel so bad when I think the sacrifice she made on my behalf, and worse still at the expense of her family, who have been standing behind her all along and gave her all their backing.

"I cannot believe how anybody could put herself in such a position for someone else," said Mrs Makanye yesterday.

'Madam' back home after 5 days in jail

From SOPHIE TEMA

JOHANNESBURG. — A Johannesburg woman who chose to serve a 10-day jail term rather than pay a R100 fine for failing to register her domestic worker was reunited with her family yesterday.

Mrs Marion Crawford, a 43-year-old mother of two teenage daughters, was released yesterday morning after she had served part of a 10-day jail term.

She was found guilty in the Johannesburg Magistrate's Court last Thursday for failing to register her domestic worker, Mrs Pauline Makanye.

The jail term was reduced due to a "complicated system of automatic remission".

On her arrival at home yesterday she was met by an excited Pauline at the door, and they hugged one another and wept a little.

Opposed to race policies

"It is wonderful to be back home with the family," said Mrs Crawford.

When she appeared in court she told the magistrate that she has always been opposed to South Africa's race policies from the time she was a very young child.

She criticized the present government for claiming it was preparing to move away from race discrimination towards reform and said "most surprising is that blacks were still being arrested under the Group Areas Act and pass offences".

Mrs Makanye, a mother of two children, said she came to Johannesburg in 1975 from Tsitsing, near Rustenburg. Since then she had worked for several employers in Johannesburg and joined the Crawford family in 1983.

She has a Bophuthatswana travel document which allows her to remain in the prescribed area of Johannesburg while employed.

Speaking from the Crawford home yesterday Mrs Makanye said she had offered to pay her employer's fine.

But Mrs Crawford had refused and said: "I have always vowed that if I am ever arrested for an apartheid offence, I would rather go to jail, and not pay a single fine."

'Felt rather bad'

Mrs Crawford's daughter, Justine, who this week was preparing for her matric examination, said: "My mother made this promise 16 years ago and has stuck to that resolution.

"I know Pauline felt rather bad when my mother went to jail.

"But my mother knew what she was doing. It was not a decision she took overnight."

Mrs Makanye was near tears as she said: "I cannot understand why Mrs Crawford had to make such a sacrifice for my sake.

"She would not let me pay her fine, and instead offered to go to jail. I feel so bad when I think of the sacrifice she made on my behalf and worse still at the expense of her family, who have been standing behind her all along and gave her all their backing.

"I cannot believe how anybody could put herself in such a position for someone else."

Pension fund for domestics

JILL GOWANS in Durban

MOST employers imagine their domestic workers will be cared for in old age by their families ... or that they will get a state pension.

In fact, says Carol Ditz, a Durban consultant for the Domestic Pension Fund, very few blacks receive state pensions. An unofficial 1982 survey estimated that only 220 000 blacks receive such pensions. And a black person in South Africa whose income is more than R40 a month cannot qualify for one.

"The red tape involved is unbelievable," says Carol Ditz. "The worker has to have a means test, fill in an application form — on specific dates for specific places — and then apply for the pension in the area to which she will be retiring. She can sometimes wait up to a year for the pension and then must collect it herself every month.

"Disability benefits"

"Also there are disability benefits and the pension falls away on her death."

The Domestic Pension Fund, launched by Network presenter Donna Doig about four years ago, has more than 4 000 members and has paid out more than R100 000 in death and disability grants so far.

Any domestic worker or employee of a small business for whom no pension is available may become a member of the fund, if he or she is under the age of 60.

The minimum monthly premium is R12 and on retirement the worker may take one third in cash and receive the rest as a monthly pension.

The pension is guaranteed for 10 years or life. If, for example, an employee dies after having been on pension for five years, the balance of the pension will be paid to her nominated dependents for a further five years.

TODAY'S WOMAN

The worker obtains a membership card and if there is a job change the pension premiums are transferable.

"Obviously we prefer the employer to pay the monthly premium, as few domestic workers can afford it, but should they not wish to do so and the employee has the money, she can contribute herself," said Carol Ditz.

"A domestic worker who joins the fund at the age of 30 and retires at 60 having paid R12 a month for those years can either have a full monthly pension of an estimated R1 260 or a cash payment of one third, an estimated R37 851 and a reduced monthly pension of R840," she said. "This is based on a 12 percent annual interest rate and a 12 percent annual inflation rate which can obviously fluctuate.

"Loyal service"

"While it is very difficult to predict the situation for anybody in 30 years time, for instance, it is only fair a domestic worker has something to take home with her after years of loyal service."

There are also plans to ask the Receiver of Revenue to allow pension contributions paid on behalf of domestic workers to be deductible as a business expense, especially in the case where both husband and wife go out to work.

● **FURTHER information may be obtained from the Domestic Pension Fund underwritten by Federated Assurance Company, Box 429, Durban, 4000.**

LONDON'S fashion

Domestics win the day in two contrasting trials

By Claire Robertson

Court 12 at the Johannesburg Magistrate's Court heard two contrasting cases yesterday, highlighting diverse aspects of a law that has been thrust into the public eye by the stand of Mrs Marion Crawford.

Mrs Crawford chose to go to jail last month instead of paying a fine in protest against the pass laws.

In one case, a woman was soundly criticised by the magistrate for making her domestic worker sleep in her garage; in the next case the story of a tangle of red tape was swiftly dispatched by the same official.

"Your maid is good enough to cook your meals and look after your children. Surely she should sleep in your house," Magistrate Mr H P Holtzhausen told Mrs N August (37) of Croton Close, Riverlea Extension 2, before fining her R50 (or five days) for making Mrs Sarah Mokwena sleep in her garage "for only one night", as she said.

Next before the court was Mrs Brenda Bossenger (37), of Highlands North, charged with unlawfully accommodating a black person. Mrs Bossenger, who had been in contact with Mrs Crawford because she had considered going to prison if convicted, pleaded not guilty.



Mrs Brenda Bossenger. . . "opposed to bureaucracy".

However, before the trial, Mrs Bossenger told *The Star* she had decided she would not follow Mrs Crawford to prison as she was a divorcee with two teenage children.

She was, however, determined to fight the case, "not for political reasons, but because I am opposed to the incredible bureaucracy of Wrab".

Moving into a new block of flats in July this year, Mrs Bossenger contacted Wrab for permission to house Mrs Johanna Matsie in a "newly painted room with a private bathroom — a beautiful room" in the block's servants' quarters.

She was told to provide a letter explaining why she needed a "sleep-in" servant; one from her employees, a large shipping firm, to back up her reasons, and a letter from the building landlord. These she provided.

Two months later, Mrs Bossenger was granted permission.

A month after she had moved her servant into her new home, Mrs Bossenger was again contacted by Wrab, and told she did not have the necessary permission.

The prosecutor asked that the hearing be postponed.

"What is the reason for my returning to court?" asked Mrs Bossenger.

"Yes, exactly — what is the reason?" asked Mr Holtzhausen, who returned a verdict of not guilty shortly afterwards.

Maids want more money

By HILARY VENABLES

DOMESTIC workers' associations throughout South Africa are to form a national body to push for better conditions for their members.

The five associations, representing about 20 000 workers, have held a series of meetings at various centres during the past few months to discuss the formation of a united organization.

In a joint statement released on Tuesday, the workers made the following demands:

- A minimum salary of R150 a month for unskilled and R200 a month for skilled workers working an eight-hour day, five days a week.
- An hourly rate of R2,50 plus a travel allowance for daily chars.
- Overtime pay of R2,50 an hour.
- The abolition of child labour. No-one under 16 should be made to work.
- Maternity benefits for all women — eight weeks fully paid leave before they give birth, and six weeks fully paid leave after pregnancy as well as full pay for days taken off for ante-natal classes.
- Sick leave of 14 days a year on full pay.
- Fully-paid annual leave of 21 working days.
- Pay slips stating hours of work and deductions.
- All public holidays off, or the payment of overtime in addition to their normal salary.

The Domestic Workers Association in Cape Town has called on all employers of domestic workers to attend a special meeting on Sunday, November 24, at St Saviour's Church, Claremont, to discuss these demands and "to find the missing link between the workers and their employers".

The five associations also sent a list of their demands to the De-

ARGUS 22/11/85

Help improve SA women's lot, UK unions asked

Argus Foreign Service

LONDON. — Transvaal trade unionist Mrs Lydia Kompe has appealed to British union members for help in improving the lot of South African women at work.

Speaking at the launch here of the book South African Women On the Move, published in South Africa as South African Women Speak, she said:

Domestic workers

"After reading this, we would urge you to give us comment, criticism and guidelines to improve our conditions and to help us see how you achieved what is still (just) a programme for us."

"Mama" Kompe, Transvaal branch secretary of the Transport and General Workers' Union, also made a vivid appeal on behalf of South Africa's least represented employees, domestic workers.

She told a conference here: "They are the most exploited and isolated group in the country.

"Madam can decide what her 'girl's work should be, how much she should do, how much she should be paid.

"We have no way of fighting against the exploitation, no way of fighting the fact that we are not allowed to have our husbands visiting us, or our children staying for more than 72 hours before they're told to go."

South African Women on the Move is compiled by the Vukani Makhosikazi collective and comprises interviews with black women from all areas of life.

ARGUS 25/11/85

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Domestic workers in nationwide campaign

Labour Reporter

DOMESTIC workers' groups have launched a countrywide campaign for better wages and working conditions.

The campaign — co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working conditions.

Meetings to clarify the demands to employers are being held by all the groups.

The demands include:

- A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day, five days a week.
- An hourly rate of R2,50 for chars, plus travelling allowance.
- No employment of children under 16.
- Maternity benefits for all women eight weeks before birth and six weeks after, plus days off to attend ante-natal clinics.
- Fourteen days sick leave a year.
- Twenty-one days paid annual leave plus all public holidays.
- One month's notice on either side.
- Payslips stating hours of work and deductions.

Outlining the demands at a meeting of employers and employees, Domestic Workers' Association spokesman Mrs Florence de Villiers said: "We don't want to attack employers but to find common ground and understanding of each others' problems."

More meetings to expand the campaign would be held in coming weeks.

Mrs de Villiers said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year.

[redacted]

City domestic workers meet

296 Cape Times 25/11/85

Staff Reporter

AN ASSOCIATION to represent the employers of domestic workers, which could negotiate with workers on behalf of employers, was suggested at a meeting in Claremont yesterday.

The meeting, attended by employers and workers, was organized by the Western Cape-based Domestic Workers' Association (DWA) and by the South African Domestic Workers' Association (SADWA).

A recent conference of domestic workers' organizations from all four provinces looked into the possibility of forming a national body and at a follow-up meeting to this conference a resolution was taken to bring together employers and workers to find solutions to problems experienced by both sides.

Yesterday's meeting was one of many held throughout the country and was attended by about 60 people, mainly workers.

Mrs Florrie de Villiers, spokesman for DWA, chaired the meeting and expressed disappointment that more employers had not attended the meeting, the first of its kind in Cape Town.

"We are not here to condemn employers but to work out the relationship between employer and worker," she said, adding that more meetings of this kind would be held in the future.

One of the employers present asked for constructive suggestions as to what she could do to help workers and suggested that some kind of employer's body which could negotiate with workers would be very effective. This suggestion was welcomed by Mrs De Villiers.

294 B. Day

26/11/85

Servants state demands

DOMESTIC workers' groups have launched a countrywide campaign for better wages and working conditions.

Meetings are being held by groups in all the major cities, to clarify their demands to employers. These include:

- **A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an 8-hour day, five-day week;**
- **An hourly rate of R2,50 for chars, plus travelling allowance;**
- **No employment of children under 16 years of age;**
- **Maternity benefits for all pregnant women for eight weeks before giving birth and six weeks afterwards, plus days off to attend ante-natal clinics;**
- **Fourteen days sick leave a year;**
- **Twenty-one days paid annual leave plus all public holidays;**
- **One month's notice on either side;**
- **Payslips showing hours of work and deductions.**

A spokesman for the Domestic Workers' Association said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year. — Sapa.

Campaign launched by domestic workers

Own Correspondent

CAPE TOWN — Domestic workers' groups have launched a countrywide campaign for better wages and working conditions.

The campaign, co-ordinated by groups in the major cities — Cape Town, Johannesburg, Durban, Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working conditions.

Meetings to clarify the demands to employers are being held by all the groups which drew them up at talks in Cape Town and Durban.

The demands include a minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day, five days a week and an hourly rate of R2,50 for chars plus travelling allowance.

Other demands are:

- No children under 16 should work.
- Maternity benefits for all women to be paid eight weeks before birth and six weeks after.
- Days off to attend ante-natal clinics.
- Fourteen days' sick leave a year.
- Twenty-one working days' paid annual leave.
- One month's notice from either side.
- Payslips stating hours of work and deductions.
- All public holidays off.

Outlining the demands at a meeting of employers and employees in Claremont, near Cape Town, yesterday, Domestic Workers' Association spokesman Mrs Florence de Villiers said domestic workers had given two things to South Africa — they had given birth to the labour force and they had given up their own family life to go and look after others.

"We don't want to attack employers at these meetings but to find common ground and understanding of each other's problems," she said.

Mrs de Viliers said it was hoped that legislation covering the basic conditions of employment, which it had been hoped would be brought before Parliament in the past session, would be introduced next year.

Cape Times
27/11/85.
294

Domestics urged to drop term 'madam'

Own Correspondent

DURBAN. — Domestic workers have been urged to address their employers by their first names and not call them "madam" or "boss".

This was one of the decisions taken by the South African Domestic Workers' Association at a meeting in Durban.

Meanwhile, the association has collected 300 signatures for a petition to the Minister of Manpower, Mr P T C du Plessis, calling for urgent steps by the government to protect the interests of domestic workers.

Mrs Mary Mkhwanazi, national organizer of the association, said there were many "urgent problems" facing domestics.

Strike action

"Firstly we want the government to set minimum wages and make it compulsory for employers to pay pensions, sick leave pay and give paid maternity leave," she said. "With the emergency and the unrest, the government already has enough on its hands. We don't want to add to the country's problems. But if our efforts through dialogue and negotiation fail, domestic workers will be forced to resort to strike action, possibly early in the New Year."

She said yesterday that the association was disappointed by the lack of government response to earlier pleas for legislation on the working conditions of domestics.

"We sent a memorandum to the minister on September 6, 1982, setting out our case for government intervention to protect our rights.

"We did not receive a reply, but on investigation we were told that he had not received our memorandum, so we sent him another copy for which we received an acknowledgement about a year later."

NAMES Argus 28/11/85 290

Name calling — some are still strongly opposed to it

Argus Correspondent

DURBAN — A suggestion that servants should call their employers by their first names has received a mixed reception in Durban where some think it is a good idea depending on the relationship while others are strongly against it.

The suggestion was made by Mrs Mary Mkhwanazi, the national organiser of the South African Domestic Workers' Association, at a meeting in Durban.

"We feel that where employers and workers are on first-name terms, relationships would improve greatly," she said.

But city councillor Mrs Maragaret Cooke said the relationship between an employer and employee was entirely a personal matter.

She felt that a measure of respect was required and that domestic workers should call their employers Mr or Mrs as appeared to be the custom overseas.

Councillor Mrs Margaret Ambler believed that "boss" was totally outdated as were "master" and "madam" and should be discarded.

She felt that domestic workers should either use the first name or Mr or Mrs when addressing their employer.

"It depends on the work relationship," she said. "My servant calls me by my first name, but then she has been in the family for 20 years and knew me as a schoolgirl."

But Civic Action League chairman Mr Arthur Morris, who is also chairman of the South Africa First campaign, said calling an employer by a first name was a lot of nonsense.

"I don't call my employer by his first name. If I did he would fire me (I think). Nowhere in the world does an employee call an employer by a first name. This is typical of the befuddled thinking of that type of person," said Mr Morris.

Meanwhile domestic workers' groups have launched a country-wide campaign for better wages and working conditions.

The campaign, co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London, is also likely to receive legislative backing next year for at least minimum working conditions.

Teenagers tried to burn couple

Two teenage brothers, who doused an elderly couple with petrol and tried to set them alight, were yesterday sentenced by a Randburg magistrate to four lashes with a cane.

The brothers, aged 16 and 17, were convicted of attempted murder as well as housebreaking and robbery. They were sentenced to a further four years' imprisonment, suspended for five years.

Their 54-year-old mother, who may not be identified because her sons are under age, was convicted on the same charges. She was sentenced to six years' imprisonment, three of which were suspended for five years.

The mother and her sons pleaded not guilty to breaking into the Ferndale, Randburg, home of Mr Joseph Barnett (62) and his wife, Elizabeth (52), on June 15. They also denied attempting to murder the couple.

At a previous hearing the court was told the two boys, at the instigation of their mother, the Barnetts' domestic servant, broke into the house and stabbed Mr Barnett and his wife.

Mr Barnett said the youths doused him with petrol but failed to set him alight when the matches they used would not burn.

They then bound him and his wife, covered them with a blanket and poured petrol over them. Further matches thrown at the couple failed to light.

The mother, the court heard, helped the teenagers remove goods worth R10 284.

She said she had decided to break into the house after her employers failed to pay her wages of R150.

In passing sentence, Mr Luyt said only Providence had prevented the incident from becoming a murder case.

Mitigating circumstances were the ages of the mother and her sons, he said.

Domestic wins her claim

A DOMESTIC worker has won R2 000 in compensation after she was burnt because of her employer's negligence.

Gladys Govana was burnt in March 1982 while defrosting a freezer for her Constantia employer with boiling water.

She said the employer came in unexpectedly and shouted at her, causing her to spill the boiling water on her arms.

The next day she went to hospital for treatment to her scalded arms.

"The doctor said I should stay in hospital for two weeks because of my diabetes. But I went back to my employer's house the following day to show her my injuries.

"She (the employer) said the job was finished and she had a new maid. So I went to the SA Domestic Workers' Association for help."

Sadwa took legal advice and her lawyer entered a R5 000 claim against the employer, claiming negligence and a duty of care owed by the employer to provide a safe system of work. In July, a court ruled in favour of Mrs Govana in respect of negligence. No ruling on the duty of care was made. – Sapa.

'Let domestics go home for Christmas'



MARGARET NHLAPO: "Domestic workers should be at home with their families at Christmas time."

By Kate McKinnell

Christmas is a time every family should enjoy together — and that includes the families of domestic workers, says Mrs Margaret Nhlapo, head of the South African Domestic Workers' Association (Sadwa).

Mrs Nhlapo appeals to employers to ensure domestic workers enjoy Christmas by giving them time off to go home.

"And, most important, don't expect your maid to look after your house alone over the Christmas period — we have had many cases in which domestic workers, left with little security, have been attacked in homes," says Mrs Nhlapo.

She feels employers should remember that domestic workers are not "helpers" who work for a "pat on the shoulder". They are workers, and are entitled to leave and pay just as any other worker is.

Domestic workers, says Mrs Nhlapo, should not have to rely on the goodwill of their employers for financial aid.

Since 1980, Sadwa has frequently approached the Minister of Manpower and other officials in an attempt to have measures passed to protect and promote domestic workers.

Sadwa has been told that "the matter is being looked into", but so far nothing has been done.

"We decided that the only course was to approach employers directly, and at the request of domestic workers we have launched a nationwide awareness campaign for better wages and working conditions," says Mrs Nhlapo.

STANDARDS

Standards suggested in the campaign include:

- Minimum wages of R150 a month for unskilled workers and R200 for skilled workers for eight hours a day, five days a week. An hourly rate of R2,50 plus travelling allowance is suggested for chars.
- No children under 16 should work.
- Maternity benefits for all women to be paid eight weeks before birth and six weeks afterwards.
- Days off to attend ante-natal clinics.
- Fourteen days' sick leave a year.
- Twenty-one working days' paid yearly leave.
- A month's notice from either side.
- Payslips stating hours of work and deductions.
- All public holidays off.

"Some employers are already following these standards of their own accord. There are many employers who really do care," says Mrs Nhlapo.

However, at a meeting held in Johannesburg recently to explain the suggestions and promote discussion between domestic workers and employers, only two employers turned up while there was a good attendance by domestic workers.

"It seems many employers just don't care," says Mrs Nhlapo.

She gives a typical illustration of the situation, which was reported by one domestic worker.

When the woman asked her employer to accompany her to the meeting, the employer said: "But I am quite happy with you — I have no reason to go."

Mrs Nhlapo says: "We want to encourage a better relationship between employer and domestic worker, with each aware of the other's needs.

"Domestic workers' patience is wearing thin. We only hope that more employers will attend our next public meeting when we will again be discussing the situation."

'Pay Book' could help in the home

Formal records of exactly how much domestic workers are owed each month could go some way towards reducing tension between employer and employee.

The "Pay Book", recently introduced to South Africa, is a convenient way of keeping such records.

Each month, overtime, babysitting or days off can be recorded and any savings or loans noted. Space is provided for nett pay to be calculated, entered and signed for.

On the front page is a section "Details of Staff" in which the particulars and photographs of staff members can be entered — and there's a corresponding page for details of employers.

At the back of the "Pay Book" are cut-out pages — "Certificates of Service" — which can be issued at the end of each year or used as testimonials.

The Pay Book will be available at bookshops and stationers at a suggested price of R2,50.

Service Sector - Domestic Workers

1986

Father jailed for raping maid at gunpoint

By Duncan Guy STAR 10/1/86 294

A former senior bank clerk and father of three who disguised himself as one of his acquaintances to rape his domestic servant at gunpoint was jailed for three years yesterday.

Jan Abraham Coetzee (38), a former provincial rugby player, was sentenced to a further two years, suspended for five years, by Roodepoort regional magistrate Mr P Muller.

Clinical psychologist Mr Basil Carnie said Coetzee had frequently slept with black women during his twenties to win confidence as a man after having had sexual difficulties

Mr Carnie's analysis of Coetzee also revealed that his father had often slept with black women.

"As a boy he often tried to find fault in his home's domestic servants by accusing them of theft because his mother was worried about his father's attraction to black women."

Throughout the trial Coetzee denied having raped the servant and he told Mr Carnie that the maid — who had been working for him only a few hours when she was raped — had consented to having sex.

The maid said that in a scuffle in the kitchen of the Coetzee home in Mellon Road, Wilbro Park, he pointed a firearm at her and that his false beard fell off.

"He then took me into the bedroom and raped me at gunpoint," she said.

Legal action against 120 employers

By JOSHUA RABOROKO

THE Black Domestic Workers Association (Bladwa) is taking legal action against about 120 white employers who dismissed domestic servants without monthly salaries, notice pay and other benefits.

Most of the dismissed workers are migrants from different homelands and have no Section 10 (1) rights to be in the urban areas. They have been left stranded without accommodation.

Bladwa's general secretary Mr Terence Phiri said most employers "virtually took migrants for granted" by dismissing them without pay and evicting them from their premises.

Salary

"These workers depend on their masters for accommodation and have no relatives in the urban areas. The majority of them are not even registered.

"We view these dismissals in a very serious light and have consulted our lawyers with the view to force employers to either reinstate the workers or to give them their benefits," Mr Phiri said.

One of the domestics who went to Bladwa's office for help, Mrs Paulina Setai who hails from QwaQwa homeland, said she was dismissed after her employers claimed she had damaged their property.

She was not given her January salary, notice pay and other benefits. She was evicted during the night and was temporarily staying with a friend.

"I have eight children in the homeland. I came to Johannesburg to work for my children. My husband is disabled. I have no money to go back home," she said.

Another domestic Mrs Mary Mabula said she was fired after she had gone to attend the funeral of a relative. Her job included cleaning the house, washing her employers' clothes and feeding dogs.

Several other servants have complained about their employers' attitudes which range from been insulted for failing to perform certain duties and been called "kaffirs."

Mr Phiri said the association had written letters to most employers asking them to grant the workers their benefits. Those who have not replied will definitely face court action.

"We cannot afford to have our members, some of them our own mothers, to be exploited and oppressed by arrogant employers who take advantage of South Africa's apartheid laws," Mr Phiri said.

A founder member of the all-white Home Executive Women, Mrs Bev Moodie, said although she did not know the circumstances leading to the dismissal of the domestics, it was definitely a matter of concern for workers to be evicted from their employers premises and left without accommodation.

Employers should discuss problems with ther employees for maintaining good working relationship, she added.



Mrs MARY MABULA: Fired for attending a funeral.



Mrs PAULINA SETAI: Dismissed for damaging employer's property.

Domestics out in cold

SOWETAN
30/1/86.
294

LONG-AWAITED legislation on domestic and farm workers is unlikely to be introduced in this session of Parliament.

The news has disappointed the Domesic Workers' Association (DWA), one of several unions which have been pressing for several years to get legal provisions covering employment of domestic workers.

Dr Piet van der Merwe, director-general of the Department of Manpower, said a report from the National Manpower Commission (NMC) had been completed and was under consideration but "we do not envisage legislation this year".

He said consultations were in progress with many people and organisations about the NMC report.

Mrs Florrie de Villiers, secretary of the DWA, said it proved yet again how lightly the Government took the matter.

The NMC was instructed in 1982 to begin an inquiry into employment conditions for the two groups and the long delay in producing legislation has been strongly criticised and several questions have been asked in Parliament.

In December 1984 a delegation from three groups — the South African Domestic Workers' Association, the Domestic Workers' Association of South Africa and the DWA — travelled to Pretoria to protest to the Minister of Manpower, Mr Pietie du Plessis, about the delay.

Mrs de Villiers said domestic workers were an important workforce making a significant contribution to a stable society.

"Having domestic workers allows many skilled and professional women to enter the economy who would otherwise have to stay at home or work part-time," she said.

Laws for domestic and farm workers unlikely this year

CAPE TOWN — Long-awaited legislation on domestic and farm workers is unlikely to be introduced in this session of Parliament.

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"Having domestic workers allows many skilled and professional women to enter the economy," she said.

Legislation on domestics not on the cards

THE Government has announced that the long-awaited legislation on domestic and farm workers is unlikely to be introduced at the current session of Parliament.

Dr Piet van der Merwe, director-general of the Department of Manpower, said a report from the National Manpower Commission (NMC) had been completed and was under consideration but "we do not envisage legislation this year."

The news has disappointed the Domestic Workers Association, the Black Domestic Workers Association, the South African Domestic Workers Union and the Domestic Workers Employment Project. The organisations have been pressing for years to get legal provisions covering employment of domestic workers.

The NMC was instructed in 1982 to begin an inquiry into employment conditions for the two groups and the long delay in proclaiming legislation has been strongly criticised and several questions have been asked in Parliament.

Strike Ballot

• The Black Allied Mining and Construction Workers Union (Bamcwu) is to hold strike ballot at Samcor plants following the failure by the Minister to appoint a conciliation board to resolve the wage dispute with the company. The ballot is to be held today.

• Changes to unemployment insurance legislation are expected to be introduced before Parliament early in the session, Dr van der Merwe announced this week.

Trade unions and other labour experts have been lobbying for changes to the fund for sometime.

• Negotiations between Matthey Rustenburg Refiners in Wadeville and the Chemical Workers Industrial Union (CWIU) are continuing in an effort to solve a wage dispute.

Agreement

• The Transport and General Workers' Union (TGWU) and the General Workers Union (GWU) have signed an agreement with the Renfreight group which will raise the group's wage bill by more than 12 percent.

This was confirmed by the unions and management.

• The Trade Union Council of SA (Tucsa) has appointed eight specialists to deal with various interests of the federation and its members. Unions are urged to contact them about matters which concern them.

Any information, evidence, or suggestion that unions may wish to have taken up may be sent to the secretariat of Tucsa for submission to the committee concerned.

WORKERS' DIARY — By JOSHUA RABOROKO

• A new trade union, the National Union of Forestry and Allied Workers which has won increasing support in the Eastern Transvaal, has joined Tucsa.

• The most authoritative and complete annual trade union directory is now available. The 1985-86 edition of Tucsa's trade union directory is being sent to all affiliated unions. All interested parties may contact Tucsa at (011) 838-3824.

• Hard Labour — a pictorial survey of labour relations in SA since 1979, by Gavin Brown, has been published. The book concentrates exclusively on newer emerging unions and does not cover the activities of Tucsa or unaffiliated unions.

It is published by IR Date Publication of Box 52711, Saxonwold, 2132.

• A spokesman of the Oranje-Vaal Development Board indicated the existence of a misconception among employers in its area, to the effect that the Act of contributions in respect of Black Labour (Act 29 or 1972) has been abolished.

• The process of bringing to justice those responsible for the murder of two white policemen in Bekkersdal township is underway, while from the industrial relations viewpoint, the focus now centres on the dismissal of over 500 workers from Randfontein Estates Gold Mine.

• The Black Allied Mining and Construction Workers Union holds its annual national council in Soweto on March 7/8/9 in Soweto.

• The Bamcwu has applied for a conciliation board and an industrial court action against Triting Plant Rentals and Stocks and Stocks Construction respectively over unfair dismissal of workers.

• The Congress of South African Trade Unions is to hold a meeting on Friday to discuss various issues, including the action which will be taken against Gencor for firing over 20 000 miners at Impala Platinum mines in Bophuthatswana.

• Moves are afoot to decriminalise strike action in South Africa. The National Manpower Commission hopes to release a report containing suggested changes to the strike laws within the next few weeks.

Mr Joel Fourie, director of Labour Relations in the Department of Manpower, said the NMC was investigating the changes to Section 65 of the Labour Relations Act which makes strike action under certain circumstances a criminal offence.

• The Black Domestic Workers Association is going ahead with plans to take over 100 employers to court following their unfair dismissal of domestics. The first of these will face prosecution next week.

• The South African Allied Workers Union (Saawu) has applied for a conciliation board to resolve their dispute with Metal Box, Rosslyn plant, near Pretoria.

The union is fighting the retrenchment of 25 workers and the employment of three whites at the plant. It contends that management was acting in a discriminatory fashion by retrenching blacks and hiring whites.

The dispute resulted in a strike by about 500 workers who were later dismissed. Workers have since launched a boycott of the company's products in an attempt to have their colleagues reinstated. However, the company has sort an urgent Supreme Court action restraining the workers from continuing the boycott.

• The Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa) held an urgent meeting in Johannesburg last week to discuss various ways and means of working together.

The talks have been going on for a long time after the two pulled out of the trade union unity talks aimed at forming Cosatu last December. Sources close to the unions said another giant federation might be formed by the two federations.

Another meeting of the two unions will take place late this month.

• The Media Workers Association of SA (Mwasa) is to hold a meeting with management of Perskor in Johannesburg on Friday to explore various means of having a recognition agreement with the newspaper company.

• South Africa faces a future of escalating unrest with business and labour becoming more hardline in their dealings with each other, says Prof P L Bonner, Professor of African History at Wits University.

Professor Bonner predicts an increased strike action and demands for greater say in management by trade unions. This tougher trade union action will come about as a result of threats to neutralise the industrial court's powers and a hardening of big business attitude towards labour.

Theology document a call to murder — MP

STAR 6/2/86

PARLIAMENT — The Kairos document on liberation theology signed by general secretary of the South African Council of Churches (SACC) Dr Beyers Naude was a call to revolution, murder and even high treason, Mr J W Meiring (NP, Paarl) said in the No-Confidence Debate yesterday.

Mr Meiring said the document, released last year, had been compiled by "seven nameless theologians" and financed by the SACC.

It was undoubtledly the most radical document from the hands of churchmen in South Africa. The problem was that many outside the country saw it as the official view of the church here.

The document made God into a political God and talked of salvation in terms of freedom from political repression, not in terms of "what we know it as", a personal thing, he said.

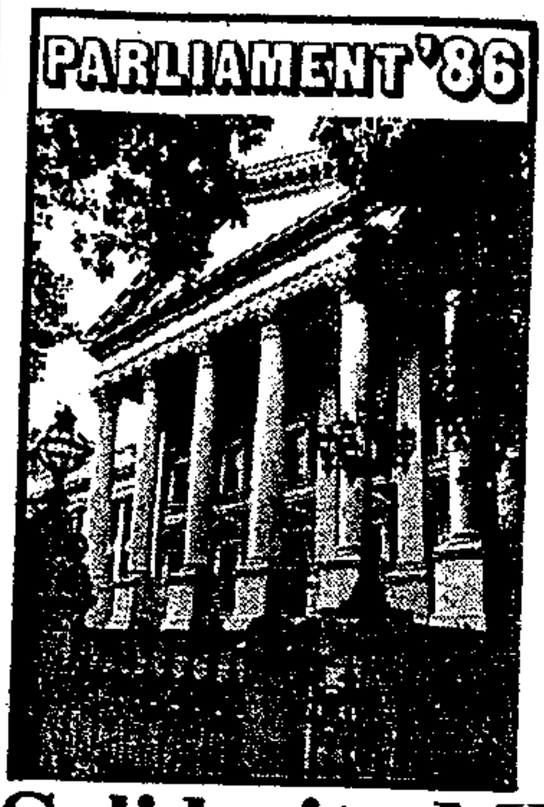
The Government's reform initiatives were not mentioned in it at all.

The harshest criticism in the Kairos document was of what it called "State theology", citing among other things the "blasphemous use of God's name in the preamble to the new Constitution".

The document, in spite of its advocacy of violence, did however have at least one advantage: it forced people to search their own consciences: "It is so easy to say we were put here in South Africa by a higher hand and given a calling, so we do not have to care about others. There must always be a quid pro quo. Every citizen must do all he can to improve relations between races." — Sapa.



Mr J W Meiring, National Party MP for Paarl.



Committee to settle dining row

STAR 6/2/86

PARLIAMENT — A special joint committee of all three Houses of Parliament is to decide if the controversial segregated House of Assembly dining room should be open to MPs of all races.

The Speaker of Parliament, Mr Johan Greeff, convened the joint meeting to prevent the issue being "blown up into something of national and international proportions".

Mr Greeff appealed to MPs to observe the existing arrangements pending the decision of a joint meeting of the committees on Standing Rules and Orders of the three Houses.

He reiterated his claim that the refusal to serve coloured MPs had nothing to do with race or colour. It was designed to ensure privacy for Members of Parliament.

Rev Allan Hendrickse, chairman of the House of Representatives, one of the MPs refused service, rejected the Speaker's statement but added that his caucus had already decided to "stop exerting pressure for our right as Members of Parliament." They had decided to leave it up to other caueuses to decide. — Political Staff.

Solidarity MPs turn on NPP and their own leader

STAR 6/2/86

Political Staff

STAR 6/2/86

National People's Party (NPP) leader Mr Amichand Rajbansi was scathingly attacked by one of the rebel opposition MPs in the House of Delegates yesterday.

Mr Mamoo Rajab (Solidarity, Springfield) said Mr Rajbansi's apparent inability to do anything about removing apartheid, in spite of being a Cabinet Minister, must make it difficult for him to sleep at night.

Mr Rajab is one of four Solidarity MPs who have brought an interdict against the leader of their party, Mr J N Reddy, in a bid to prevent the proposed NPP-Solidarity coalition.

Mr Rajab said Mr Rajbansi should accept vicarious responsibility for the passing of apartheid laws. He (Mr Rajbansi) sat on the most powerful body in the country with the same Ministers who pushed through apartheid legislation, "caring not who was demeaned and who was hurt".

He would be held responsible for the decisions of the Cabinet, and although this perception might be unfair, "we must remember history was never strong on fairness", Mr Rajab said.

Earlier, Mr Gopi Munsook (Solidarity, Nominated) went against Mr Reddy by lambasting the Federated Chamber of Industries (FCI). Mr Reddy had praised the FCI in his speech for adding its voice to the anti-apartheid lobby.

Mr Munsook denounced the FCI and Assocom as white capitalists who had never before worried about the plight of blacks.

"Suddenly everyone who never lifted a finger is on the bandwagon shouting 'change!' ", he said.

Plan to protect farm workers

STAR 6/2/86

PARLIAMENT — The Labour Party is to introduce legislation this session to protect farm workers and domestic servants who have no union protection.

The party announced this after the Minister of Manpower, Mr Piet du Plessis, said that no new legislation on this matter was planned for this session.

"The Minister of Manpower must make it clear that he is speaking of behalf of the National Party, and not of Parliament in general and the Labour Party in particular," a spokesman said in a statement.

"Our farm workers have been continually overworked, underpaid and abused and the old tot system is still very much in use."

Mr Petrus Meyer (LP, Vredendal) told the House that neither farm workers nor domestics were defined as workers under the Manpower Act. — Political Staff.

(1) Whether the Government has opened immigration offices in (a) India and (b) Pakistan; if so, (i) when and (ii) what is the cost involved; if not,

(2) whether it is the intention to open such offices in these countries; if so, (a) when and (b) at what estimated cost?

The MINISTER OF HOME AFFAIRS:

(1) (a) and (b) No. (i) and (ii) Fall away.

(2) No. (a) and (b) Fall away.

Damage to school buildings

*18. Mr H D K VAN DER MERWE asked the Minister of Education and Development Aid:†

(a) How many cases of damage to school buildings in Black residential areas occurred in the 1985 calendar year and (b) what is the estimated amount of the damage?

†The DEPUTY MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a) At 294 schools damages occurred.

(b) The damages are calculated at R7,8 million.

In several areas local Black communities have on their own initiative repaired damages due to the riots ranging from R324 up to R3 200.

To put the matter into more perspective it can be mentioned that damage of less than R50 occurred at 44 schools and damage of less than R10 000 at 153 schools.

At 17 schools buildings were totally destroyed. Of these schools 10 were destroyed in one outburst of violence at Duncan Village in East London, together with several churches, buildings and houses.

†Mr T LANGLEY: Mr Speaker, arising out of the hon the Deputy Minister's reply, I would like to know why this information had not been furnished to us in the form of a statement, a long time ago. [Interjections.]

Farm/domestic workers

*19. Dr A L BORAINE asked the Minister of Manpower:

(1) Whether, with reference to his reply to Question No 15 on 5 February 1985, the report of the National Manpower Commission on the working conditions of farm and domestic workers is available; if not, (a) why not and (b) when will it be available; if so, what were the findings of the Commission;

(2) whether any legislation is to be introduced as a result of these findings; if not, why not; if so, (a) what legislation and (b) when;

(3) whether farm and domestic workers are to be brought within the ambit of the (a) Labour Relations Act, No 28 of 1956, and (b) Basic Conditions of Employment Act, No 3 of 1983; if not, why not; if so, when;

(4) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

(1) The report has been finalised but has not as yet been released.

(a) Consultation is already under way with organised agriculture on certain subject matters and will be extended to other people and organisations concerned in due course.

(b) The release of the report will be considered once the consultations have been concluded.

(2) and (3) The introduction of legislative changes will depend on the comments and representations received.

(4) Not at this stage.

Mr R M BURROWS: Mr Speaker, arising out of the reply given by the hon the Minister, is he conducting negotiations with the Domestic Workers' Association in connection with the working conditions of domestic workers? If not, why not?

The MINISTER: Mr Speaker, I have had interviews with the people concerned, and I am also prepared to conduct negotiations with them. As a matter of fact, Sir, I intend to invite them for further discussions. I hope that will satisfy the hon member for Pinetown.

Tobacco products: advertisements

*20. Mr A B WIDMAN asked the Minister of National Health and Population Development:

(1) Whether his Department has (a) made or (b) commissioned a study of the effects of smoking on the health of smokers and non-smokers; if not, why not; if so (i) when and (ii) what were the findings;

(2) whether he or his Department has (a) a policy and/or (b) reached an agreement with any tobacco companies regarding the advertising of tobacco products on radio and televsion; if so, (i) what is the nature of this policy and/or agreement and (ii) when was this policy formulated and/or agreement reached; if not, why not;

(3) whether he intends taking any action with regard to the advertising of tobacco products on radio and televison; if not, why not; if so, (a) what action and (b) when;

(4) whether he will make a statement on the matter?

†The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) No. The effects of smoking on health of smokers and non-smokers are well documented.

(2) (a) and (b) Yes.

(i) A code of practice for tobacco product advertising was drawn up by the Department of National Health and Population Development in conjunction with the Advertising Standards Authority and the tobacco industry to ensure control over the advertising of tobacco products. Essentially the code is that advertising should:

(a) not to be directed towards increasing number of smokers.

(b) not be directed at youth.

(c) conform to certain norms.

(ii) 23 November 1979.

(3) (a) and (b) Advertising on radio and television must conform to code.

(4) (i) In reaction to a request initiated by the Cabinet, the SABC and cigarette manufacturers have agreed to cease the use of the senders of Radio Suid-Afrika and Radio South-Africa for all cigarette flashes, as from 23/1/86.

(ii) On Friday 7 February 1986 I also issued the following press statement:

Pursuant to a request made by me, the local cigarette manufacturers have agreed to print a health notice on all packets containing cigarettes manufactured by them. The notice will appear as from October 1986.

The notice will be:

SMOKING IS A HEALTH RISK — ROOK IS 'N GESONDHEIDSRISIKO

Insurance plan for domestic workers

LESLEY LAMBERT

IGI has introduced a scheme which, for R10 a month, provides death cover for domestic workers, funeral cover for them and their families as well as a savings fund that provides some retirement security.

Called the 'Plan-10' scheme, it is aimed specifically at domestic and farm workers who neither fall under the Basic Conditions of Employment Act nor participate in the Unemployment Insurance Fund, although they comprise more than 2-million of the workforce.

Half of the basic R10 contribution is used for insurance benefits. The other half is deposited in a savings account in the domestic's name. Cash withdrawals can be made — subject to certain limitations — after 36 months.

Plan-10's death benefit is R3 000 and the funeral benefit for the employee and spouse R1 000 each, with a benefit for each child which ranges between R250 and R1 000, depending on age.

The savings fund, with interest, could be worth between R1 500 and R2 700 after 15 years if IGI Life returns a compound growth of 6,9% or 13,7%, respectively, says marketing manager Ben Geldenhuys.

The savings fund remains the personal asset of the employee.



Don't talk to Helen about work!

She worked like a slave!

By MARTIN NTSOELENGOE

A 22-YEAR-OLD Potgietersrus domestic servant claims she spent the whole weekend cleaning a twelve-roomed house – then given R5 by her employer and told to go home.

Helen Tefu claims she was lured from Warmbaths by a Randfontein couple who told her they needed a domestic servant from the rural areas, as those in town were "cheeky thieves".

Tefu told City Press she met the couple when she visited her father, who is working at a garage in Warmbaths.

She readily agreed to work for them as she has not had a job for six years.

Tefu said she was treated like a slave by her "missus" who beat her for no reason and insulted her daily. She took off her blouse and bra to show her upper body covered with bruises.

"She used to call me 'kaffir' and 'swart bobbejaan', and told me if I wanted to be rich I should sleep with a white man."

She said she was given one meal a day and started work at 4am and only finished at 8pm.

Tefu said the final straw came on Monday this week.

"My employer told me that she was going into town and if she found any of her things missing, she would beat the daylights out of me," she said.

Later her employer decided to take her into town. When they reached town she gave Tefu R5 and told her to go back to Warmbaths because she was a "bobbejaan".

City Press was unable to find a Mr or Mrs R Scott in Koksvlei, near Randfontein, listed in the telephone directory.

'Farm labourers most exploited'

Q94 SOWETAN 17/2/86

FARM and domestic workers are the most exploited, oppressed and harassed members of the black working class in South Africa because employers take advantage of their employment contracts.

This is the view of the general secretary of the Black Domestic Workers Association, Mr Terrence Phiri, who called on the Government to implement legislation within the labour laws to protect thousands of these workers.

He was responding to the debate on the private members motion introduced by Mr Arend Poole (LP, Belhar) in the House of Representatives that a select committee be appointed to consider whether farm workers should be covered by the labour laws.

Mr Poole said farm workers had no protection under the labour laws, and this looked like legalised exploitation. They were excluded from the Labour Relations Act, Wage Act, Unemployment Insurance Act, and the Basic Conditions of Employment Act.



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New domestics' union

By JIMMY MATYU

A NEW domestic workers' organisation has been formed in Port Elizabeth.

It is the Port Elizabeth Domestic Workers Union (Pedwu), which has been formed by some former executive members of the Domestic Workers Association of South Africa (Dwasa).

Pedwu's administrative organiser, Miss Lungiswa Budaza, said domestic workers formed a large section of the working class and were the most exploited and oppressed workers.

It was therefore felt that there was an immediate need in PE for a dynamic trade union for domestic workers.

She said her committee had already contacted other domestic worker unions.

Miss Budaza said that at first the union would be sharing offices with the United Democratic Front in North End.

Putting religion into practice in the home

Jews must ensure workers are not exploited — rabbi

By Marika Sboros

South African Jews will have to do some profound soul searching on the subject of exploitation of domestic workers if they heed a call from religious leader Rabbi Ady Assabi.

Rabbi Assabi, leader of the progressive Judaic congregation at Temple Shalom, Highlands North, is conducting a campaign of sermons and lectures to make Jews aware of their special responsibilities in society.

"It is a religious injunction that every Jew in South Africa makes his unique contribution in his immediate environment to the process of social reform by following and implementing the teachings and precepts of his traditions," said Rabbi Assabi.

"A good place to start, not out of liberal or humanitarian sentiments but out of religious duty, is right in the home with black people who are employed as domestic workers."

Jews should ensure that at the very least their domestic workers' conditions comply with the minimum basic requirements as laid down by the South African Domestic Workers' Association (Sadwa), the rabbi said.

He has compiled a comprehensive pamphlet incorporating Sadwa's minimum requirements regarding wages, pensions, medical aid, overtime pay, time off and annual leave, which he intends publishing once financing can be found, for distribution to members of his congregation.

Minimum wages as laid down by Sadwa for a living-in domestic worker, working an eight-hour day, 44-hour week, plus three meals a day and working clothes are:

- Relatively unskilled person: R150 per month;
- Special skills or special responsibilities such as cooking or caring for small children: R173 per month;

For fulltime living-out help, plus transport costs, breakfast, a nourishing midday meal and working clothes:

- Unskilled person: R162 per month;
- Skilled prson: R196.

Any Jewish employer who cannot afford the recommended wages should pay for the number of hours that can be afforded on a pro rata percentage of the recommended wage for a full-time living-out worker.

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.

In line with the Jew's religious duty not to exploit anyone, Temple Shalom adminsitrators have looked into conditions of employment of their own black staff, Rabbi Assabi said, and improved salaries where necessary.

Rabbi Assabi said the key to problems in this country lay in the inability to confront real issues in relationships. This was not unique to South Africa, he said. "There is a lousy relationship between Arabs and Jews in Israel," he added.

A process of self-confrontation requires a look at the immediate environment, including the employment of domestic workers.

"This is just a small beginning in terms of thousands of activities that could be undertaken by people who care, if indeed that care is there," Rabbi Assabi said.



ADY ASSABI: "The key to problems in this country lies in the inability to confront real issues in relationships." ● Picture: ALF KHUMALO

A man who doesn't sit on the fence

By Marika Sboros

Spiritual leaders of the Jewish communities in South Africa are increasingly coming under attack for failing to speak out against the injustices they see around them.

Rabbi Ady Assabi is not one against whom this criticism can be levelled.

He uses sermons and religious lectures as vehicles for guiding congregations members along the rocky road of incorporating religious injunctions into their daily lives.

While Rabbi Assabi is not advocating that Jews try and change the entire society, he says Jews in South Africa cannot afford to sit on the fence.

"Others sat on the fence in our recent history and brought about the extermination of great numbers of Jews, some of whom could have been saved had people around the world showed more care and now been so engrossed in their own trivial pursuit of so-called happiness which this society doesn't have anyway," says the rabbi.

Jews have a choice between continuing the tradition of the wandering Jew and moving elsewhere, or becoming active within the legal framework to bring about any small change possible, he says.

Born and educated in Israel, Rabbi Assabi lived in Germany for a few years with his family.

In 1966 he was accepted at the Leo Baeck College in London where he was ordained as a rabbi in 1971.

He returned to Israel to complete his military service and was wounded in action.

He served as rabbi in the orthodox communities of North Rhine in Germany where he was responsible for seven congregations.

With his wife, Yael, and two sons, Rabbi Assabi returned to Israel where he started the reform congregation in Natanya and taught at the local high school.

In 1983 his wife died.

He served for eight years as executive director of the Reform Movement in Israel, and performed the only wedding ever conducted by a Reform rabbi in Israel which was recognised by state authorities.

He has worked as a journalist and editor and lectured extensively in major centres across on the globe on Jewish philosophy and related topics.

In 1985, Rabbi Assabi moved to South Africa to take up the position of rabbi at Temple Shalom. He is presently completing research for a publication on "The incompatibility of Halliachah and Zionism."



"The highly charged emotional bond between the white child and the black nanny."

Plight of domestics in focus

AKG.US 20/3/86
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ROSE KORBER

MORE than one million black women work as domestics in white homes in South Africa. They work long hours for low pay, unprotected by legislation, and subject, in many cases, to instant dismissal.

These conditions are brought into sharp focus in a documentary film, *Maids and Madams: The Apron Strings Apartheid*, by Polish-English director Mira Hamermesh.

Filmed by Cape Town cameraman and film maker Cliff Bestall, *Maids and Madams*, based on the book by Dr Jacklyn Cock, is a component of the Cape Town Film Festival.

It was acclaimed at last year's London Film Festival, shown on British TV's Channel Four and has won the Royal Television Society's annual award for Best Foreign TV Documentary.

The film explores the complex relationship between black domestics and their white employers: The delicate position of the liberal "madam", living within a system which offends her, but in which she too is trapped; and the highly charged, emotional bond between white children and their black "nanny" whose own children are often left in squalor.

Vivid contrasts

The film vividly shows the contrast between the luxurious homes in the upmarket suburbs of Johannesburg and the grinding poverty of the townships.

Maids are shown shopping for their white employers in supermarkets overflowing with food, while at home their families live barely above the breadline.

A black woman, Joyce, 34, is summarily dismissed from her job. Angrily, she turns to the South African Domestic Workers Association (Sadwas), who write to her employer, demanding the money still owing to her. But there is no chance of regaining the job, however unfair the dismissal.

She is filmed at an interview.

"You will work from 6.30am to 7.30pm, with one weekend off a month. You will receive meat, sugar, mielie meal, some condensed milk and two rolls of toilet paper a month, but no boyfriends or children on my premises. If they are caught sleeping over, I will be fined R500, and I am not prepared to pay that."

The wage is R100 a month, and the offer is accepted by the shy young black woman, who speaks four languages, because she simply has no choice. What she would really like to do is to study science, mathematics and English.

Yet there is a note of optimism. The plight of the black domestic worker is gradually beginning to prick the consciousness of a small minority of white South Africans. Social activities and opportunities for learning are being made available in many areas.

There are about a hundred Centres of Concern throughout the country where domestic workers can enjoy social activity and study. But the centres do not campaign on wages and working conditions: it is too unpopular a task.

Her understated but powerful film has shed a whole new light on the well-worn subject of apartheid.

Film festival venues are the Baxter and Labia Theatres, the Luxurama in Wynberg and the Cine 1 in Stellenbosch. Booking opens at Computicket on March 26.

Letter on domestics: call to voice protests

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By BARBARA ORPEN

"WE want to rear our children to love, not to kill one another." — Mrs Judy Chalmers, chairman of the Port Elizabeth branch of the Black Sash.

"We know of our domestic workers' heartache when they leave their children behind." — Mrs Judy du Toit, president of the Afrikaanse Christelike Vroue Vereeninging.

"Not enough is done for the children of domestic workers who are left behind when their mothers go to work — and it is up to us women to press for these things." — Mrs Anne Knox, PE housewife.

These were some of the responses from PE women's organisations and individuals who were reacting to what was described as a "moving and powerful" letter entitled 'Plea from Black Mothers'. It appeared in last weekend's Weekend Post.

An extract from the letter, written by Mrs Ivy Gcina, president of the PE Women's Organisation (Pewo), reads: "While we, the mothers, go out to clean, cook and look after the white population's children, giving them warmth and affection, helping mould them into responsible, secure citizens, our children are left behind to fend for themselves.

"That is when the seeds of aggression are planted in the young minds of our God-loved children ... the only solution is for all State troops to keep away from our funerals.

"To the white women we wish to say: we do not hate you ... we cannot help loving your children while you went out to earn money to enjoy the luxurious, artificial life you are leading in this land of sunshine.

"We know that you care about your domestic servants, but what about their families?"



Mrs J CHALMERS



Mrs GAIL KERBEL



Mrs IVY GCINA



Mrs JUDY DU TOIT

Most women approached by Weekend Post said they had been deeply affected by the letter, a few callers reacted negatively and only one woman, the Mayoress of PE, Mrs M Olivier, had no comment to make, but said she had found the letter "interesting".

Mrs Chalmers said the letter should be used as "a blueprint for solving SA's problems.

"The brutalising of our youth, black and white, by the State is something we fear and abhor," she said.

"Let the women of SA join hands and raise our voices in strong protest against the increased militarisation. We want to rear our children to love, not to kill one another.

"An extraordinary dichotomy for the South African housewife exists. There is a cut-off point between allowing a domestic worker complete responsibilty and acceptance in the home, and then not being able to treat her as an equal or share the same beach outside the home.

"And time and time again in the advice offices we have seen how domestic workers have been unfairly dismissed for no reasons whatsoever."

Mrs Knox, who is a housewife in Lovemore Park, said because it was only women who could appreciate the difficulties of the working mother, it was up to them to push for more facilities for children who were left behind.

"There are simply not enough facilities like creches and pre-primary schools in the townships. Mrs Gcina has a very good point to make when she asks us what we are doing to care for our domestic workers' families — it is our reponsibility to care for these people."

Mrs Knox added she was in the process of trying to start a pre-school for the children of the workers in Lovemore Park which could be attached to the local farm school in the area.

"But we need R60 000 to build the school and I can only go about raising the money once we have sorted out the red tape involved," she said.

Mrs Gail Kerbel, chairman of the Union of Jewish Women, said: "All of us are mothers and we therefore do feel the pain of the suffering of the children. One could not help but resopnd to the letter.

"The credo of the union has always been the enhancement of the quality of life for all, regardless of colour, race or creed."

Speaking on a personal level, she added: "To a certain extent, we all stand guilty."

Mrs Du Toit commented: "Hopefully, as a result of Mrs Gcina's letter, people will become more aware of the problems in the black community.

"I feel very strongly that if one does have a domestic worker, one simply has to be involved and care for the families. We must do as much as we can for one another.

"There is an enormous backlog of day-care centres in the townships — a self-help scheme needs to be created whereby day-care mothers can be appointed to look after the children of other mothers.

"Employers must also ensure that the domestic workers have enough time at home — these days mothers are very often the breadwinners in the families which forces them to be away from their children."

The chairman of the PE Housewives League, Mrs Vera Martin, said it would appear that domestic workers often had the responsibilty for rearing their children — financially or otherwise.

"These days more than ever, most women of every nation have to work to maintain living standards," she said. "Most mothers will endeavour to make suitable arrangements and most employers realise arrangements must be made for the welfare of the children."

The letter also drew some irate comments from white women who resented the suggestion that they worked in order to live an artificial life of luxury.

"There are six of us in this office," said one caller, "and we don't have R2 between us this morning."

She said she worked to help her husband support their four children. It was true they had employed a "nanny" while the children were young, "but surely there is nothing wrong with that? Don't they want the jobs?"

"Your newspapers are always full of stories about the black people's troubles. Why don't you write something about the problems of the struggling white women for a change?"

● See Page 18

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31 robberies on petrol stations in 1986

Staff Reporter

ARMED robbers escaped with R572 after holding up a petrol attendant in Athlone at the weekend. The robbery was the 31st on a service station since January this year.

A police spokesman said that two men — one armed — held up Mr Lenox Sonderi, 36, of Silvertown Motors, Klipfontein Road, Rylands Estate, at 5.45am on Saturday. Mr Sonderi was not injured.

Police are investigating and no arrests have been made.

Police were unable to confirm whether this robbery was connected to the escape from police custody last week of the Peninsula's most wanted man, Mr Kevin van der Heever.

He was awaiting trial on 13 charges of armed robbery on petrol attendants in the Peninsula in January and February this year.

Since the previous arrest of Mr Van der Heever and his alleged partner Mr Reginald Fortune in mid-February, police recorded a marked decline in armed robberies on service stations.

But when Mr Van der Heever escaped last week to join Mr Fortune who had escaped a week earlier, police predicted a new outbreak of armed robberies.

Mr Fortune was, however, shot dead by police at a house in Mitchells Plain on Friday. He was also wanted for 13 armed robberies on petrol attendants and murder of a vegetable vendor.

● Police have arrested three people in connection with the theft of a television camera and a recorder from the car of a foreign news team in Athlone last week.

A police spokesman said yesterday that a television camera and videos worth R65 000 were recovered from a township home.

The equipment was stolen from the parked car of two Visnews correspondents in Beverley Street, Athlone, at 4pm on Friday.

The spokesman said that three men, aged 23, 27 and 35, will appear in court today.

Domestics paid R136 a month on average in EL

Dispatch Reporter

EAST LONDON — Full-time domestic servants here were paid an average monthly wage, in cash and kind, of R136,90, according to the latest survey conducted by the Central Statistical Services in Pretoria.

(294) DISPATCH

A total average of ~~R65,46~~ was paid in cash, R42,88 in food, R20,48 in housing quarters, and R8,08 in other goods and services.

27/3/86.

Full-time domestic servants in Port Elizabeth were paid a monthly average wage in cash and kind of R150,39, comprising R79,06 in cash, R44,47 in food, R18,95 in housing quarters, and R7,91 in other goods and services.

Full-time domestic servants who were employed in the garden, or as nurse-maids and cooks, were paid an average monthly wage slightly higher than that of the general domestic servant.

Full-time gardeners in East London were paid an average monthly wage in cash of R87,20 and a further R31,58 in food, R8,58 in housing quarters and R3,68 in other goods and services.

Nurse-maids were paid R77,20 in cash, R44,25 in food, R19,30 in housing quarters and R6,45 in other goods and services.

Cooks were paid R80 in cash, R42,80 in food, R21,59 in housing quarters and R8,68 in goods and other services.

The percentage distribution of houses in East London with no domestic servants was 31,4 per cent. A total of 54,9 per cent hired one domestic servant, 11,7 per cent had two servants, 1,9 per cent had three servants, and 0,1 per cent had four or more servants.

In Port Elizabeth, the percentage distribution of houses with no domestic servants was 43,4 per cent. A total of 46,7 per cent had one servant, 9,5 per cent had two servants, and 0,4 per cent had three servants.



Maid and her madam ... scene from Capetonian Cliff Bestall's award-winning documentary

A celebration of local film talent

A highlights of this year's Cape Town Film Festival is the strong local contingent, including the first 'coloured' feature film and several documentaries. ROSE KORBER reports

THE Cape Town Film Festival celebrates its 10th anniversary from April 6 to April 27.

Presented by UCT's Film Education Unit, the festival will feature about 30 films from approximately 18 countries, representing some of the finest examples of contemporary world cinema.

Among the highlights are: Nicolas Roeg's "Insignificance"; Istvan Szabo's long-awaited "Mephisto"; Stephen Fears' "My Beautiful Laundrette"; Philip Saville's "Shadey"; Hector Babenco's "The Kiss of the Spider Woman" and "Love Brewed in the African Pot", a film from Ghana by Kwaw Ansah.

The festival will also feature a strong indigenous component. Included will be the first "coloured" feature film with most of the dialogue in Afrikaans. Titled "Mamza", and scripted and directed by Johan Blignaut, it is the first attempt by a South African film-maker to come to terms with the day-to-day realities of living in the areas set aside for "coloured" habitation — a decided step forward for the South African film industry.

Set in Coronationville, west of Johannesburg, the story revolves around a family held together by a brassy, larger-than-life shebeen owner called Mamza ("mother of many"). It gives one a privileged view of the conflicts and struggles of its various characters in overcoming the injustices and hardships of a township milieu under the shadow of the Brixton Tower.

Johannesburg film-maker, Mark Newman's "The Two Rivers" is an examination of Venda and the effects of Johannesburg and the mines on its inhabitants. The film was awarded the Grand Prix at the 17th International Film Festival in Nyon, Switzerland last year and is currently being screened at the Berlin International Film Festival.

Trained at the Institut des Hautes Etudes Cinematographiques (IDHEC) in Paris, Newman brings a particularly fascinating style to bear by using as his focus a Venda poet, Rashaka Ratshitanga, who, in dissecting the history of his country, draws the viewer slowly onwards to the big city and to the confrontations in the artificially controlled townships.

Rashaka is both the film's narrator and an actor in the drama it portrays. He tells his story, the story of the Vendas and that of the country as a whole.

He describes the war fought between his people and the Afrikaners for possession of the land and, how, with the coming of British colonisation, the economic and cultural relations were transformed and inexorably drawn into the centralised economy and unitary state.

Then, in Johannesburg, he reflects on the material and cultural disposession of South African blacks as a whole, in the context of the modern capitalist world.

Polish director, Mira Hamermesh's superb documentary "Maids and Madams" based on the book by Jacklyn Cock, University of the Witwatersrand lecturer in sociology and psychology, was shown last year at the London Film Festival and also on BBC TV's Channel Four. Filmed by Cape Town cameraman and director, Cliff Bestall, the film has just won the Royal Television Society's annual award for Best Foreign Television Documentary — one of the top British awards in this field.

The film explores the complex relationship between black domestics and their white employers: the delicate position of the liberal "madam", living within a system which offends her; and the highly charged, emotional bond between the black "nanny" and her white charges, who bask in her care and affection, while her own children are left to fend for themselves in the squalor of the townships.

Light years apart, economically and culturally, the maids and the madams live together in an uneasy alliance, dispelling any simple feminist notion of women as a homogeneous category united by their common concerns and common oppression.

Another local production at the festival is "Now We Have No Land", a film by Hennie Serfontein, made for the South African Catholic Bishops' Conference on forced removals and resettlement.

Paul Myburgh's examination of the Bushman's dilemma, "The People of the Great Sandface", is possibly the definitive film on the rapidly diminishing Bushman people. It is the result of many years of work by Myburgh, who has lived and hunted with the !Gwikwe of the Central Kalahari Desert of Botswana, acording to their own lifestyle, over a period of seven years.

Because of their remoteness, these !Gwikwe have maintained their traditional lifestyle for longer than the remainder of their people, who now find themselves either on farms or in settlements in Botswana and Namibia.

The film portrays the true story of the exodus of the last substantial band of !Gwikwe — as a result of three years of terrible drought — from the great sandface of Southern Africa.

Venues for the festival are the Baxter and the Labia Theatres, as well as the Luxurama Wynberg and the Cine I and II in Stellenbosch. Booking opened this week.

28/3/86 FIN MAIL

MARGARET NHLAPO

DEFENDING SA'S 'BEAUTYS'

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Margaret Nhlapo has been awaiting the results of the National Manpower Commission's (NMC) inquiry into trade union rights for domestic servants and farm workers for more than a year now. Meanwhile, as regional organiser of the SA Domestic Workers' Association (Sadwa), she takes at least 200 Transvaal "madams" and "masters" to court each month for contravention of their maids' common-law rights.

SA's 800 000 registered domestic workers (the unofficial figure is far higher) are excluded from the protection of labour legislation. So Nhlapo uses the threat of common law to sort out wrangles between about 600 miffed maids and madams each month. Cases involve assault, accidents at work and allegations of summary or unfair dismissal. "There are only three grounds for legally dismissing a domestic worker without notice," she explains. "Drunkenness, neglecting the job, or theft."

Nhlapo (45) always tries negotiation before taking legal action. However, her work seems to hit a raw nerve. Absorbing a torrent of abuse from employers is all in a day's work. "You bloody bitch, I'm going to kill you," was this week's worst anonymous telephonic threat.

In 1981, Sadwa submitted a memorandum to the Minister of Manpower outlining demands for basic worker rights like minimum wages, statutory pension benefits, workmen's compensation cover, and trade union rights.

By 1984, Sadwa hadn't received a reply; so a delegation was sent to Pretoria to speak to the Minister. "He wouldn't see us," Nhlapo recalls, "but we were told the NMC enquiry was complete and were promised it would be tabled during the next session. We're still waiting."

Right now, Nhlapo's goals are simple — better working conditions and pay. The average wage in Johannesburg is only R100 a month, Nhlapo says, and many pay less. "Believe it or not, there are still people in Johannesburg paying maids R45 a month. Some live-in servants work 16 hours a day from six in the morning till 10 pm."

Sadwa advocates R150 as minimum wage for a semi-skilled live-in worker, R200 for a skilled live-in worker including meals and R18,50 for an eight hour day char. But she emphasises these are minimums. "We understand that many employers are struggling to make ends meet. But I believe you should pay your maid for the time you can afford, giving her the opportunity to work elsewhere."

Ironically, the wealthy are often the worst offenders in the salary stakes. "They don't know what it is to struggle. The middle classes pay the best," Nhlapo says. "Older employers are also a big problem. They dismiss any attempt at discussion as 'cheeky'. They don't realise that times have changed. White people are spoilt, though I understand it's not easy for them to change or share."

Born in Brakpan, where she attended primary school, Nhlapo left Alexandra High School after completing her Junior Certificate. Though she wanted to be a nurse, she found herself married, pregnant and living in Lebowa before realising her ambition. Eleven years later, a divorcee with two children to support, she came to Johannesburg seeking work as a domestic servant.



Enrolling for a Domestic Workers & Employers Project (DWEP) course in dressmaking was a turning point. When, in 1980, a few domestic workers in her sewing circle banded together to form Sadwa, Nhlapo was elected to the steering committee. When she took the chair she was still working as a maid for a "very understanding" employer who didn't mind her conducting Sadwa business over the kitchen stove.

While still in domestic service, Nhlapo and a fellow domestic worker were invited to the US as guests of the Ford Foundation, which funded DWEP. Her first trip abroad was a seminal experience. Meeting foreign domestic workers, hearing their life-stories and how they'd won the struggle for recognition, protective legislation and rights, opened her eyes.

"They told us their own stories of exploitation which strengthened my will and belief that we could also win. I came back intent on organising domestic workers and ready to fight for their rights."

At this stage, her diabetic daughter's illness, coupled with Sadwa duties, were occupying more time than her domestic responsibilities and she decided to quit her job. Both maid and madam wept when she left but Nhlapo received no recompense for the ten years she'd devoted to the family. Today, pensions are a hot issue for her.

In 1983 Sadwa became independent of DWEP, Nhlapo was elected to run the Transvaal office, and regular overseas trips on Sadwa business followed. National membership has since grown to around 20 000 — about 6 000 in the Transvaal. But she'll only be content when all domestic workers are mobilised.

Nhlapo admits that organising scattered domestic workers is more difficult than organising on the factory floor. At the end of this month, Sadwa will hold unity talks with four other domestic worker associations. If successful, Sadwa's ranks will be doubled.

There'll be some radical changes in the kitchen if the NMC recommends that domestic workers should be covered by the Labour Relations Act and this is accepted by government. Employers are already calling her for advice.

Nhlapo's Troye St office is always full — all day and every day. She works seven days a week and says that her conditions of employment are far worse than when she was in domestic service. Sadwa has a shoestring budget. Lack of funds means that all Nhlapo's travelling — and she does a lot — is by public transport. She seldom has a day off and manages to attend church about once every three months. Sundays, her clients' "off" days, are for case-histories and counselling.

Doesn't she ever feel her task is hopeless? "Many people consider themselves religious Christians or Jews," she says, "but you'd never believe the way they treat their domestic servants. This upsets me and I cry a lot. But I won't consider giving up; too many people rely on me."

2/11/86. City Press

MADAMS GET MAD!!

As their 'maids' get organised

By S'BU MNGADI

DOMESTIC workers campaigning for a minimum wage and against appalling working conditions claim their demands are greeted by hostile resistance.

"Instead of negotiating, employers have declared war on us," they claim.

SA Domestic Workers' Association organisers got threats almost daily – and domestic workers who are at the mercy of their employers have also found themselves on the receiving end.

National organiser Mary Mkwanazi told *City Press* the "hate" started when the organisation launched its minimum wage campaign early this year. Employees were invited to two regional meetings. Thousands of circulars were posted and others hand-delivered countrywide.

The domestic workers came in droves because they wanted to face their employers outside the working situation, "rescuing their jobs".

But only six employers came in Durban, three in Johannesburg and three in Cape Town. Those who attended were passive. They kept to themselves , said Mkwanazi.

The next day Sadwa received phone calls countrywide from employers asking how organisers dare tell them what to do in their own houses.

Wage circulars were returned to Sadwa with unprintable insults. They also got phone calls and letters. One letter came from the elite Pinetown suburb of Kloof. Addressed to the "chief comrade of Sadwa", it read:

"Trade unionism is nothing more or less than a word for communism – a system which has not worked anywhere in Africa – and you will, of course, ultimately be rooted out and dealt with, privately if neccessary."

Mkwanazi said employers tend to take out their fears of rising black militancy on their immediate targets – maids and servants. In some regions, especially the Transvaal, the level of physical violence against servants has been rising dramatically.

Transvaal organiser Margarette Nhlapo reported about 20 cases a month – 80% are assault cases. She said since the state of emergency, her office has noted 399 cases of assault.

Mkwanazi feels that the longer the situation continues, the more employers will take it out on domestic workers and violence will escalate.

● The Small Claims Courts have helped much in assault cases. In areas where there are no such courts, cases were taken up with the police and taken to criminal courts.

"To date, 925 assault cases were resolved by Small Claims Courts or criminal courts in the Transvaal, particularly in the PWV area. The rest were settled out of court between Sadwa and individual employers," said Nhlapho.

Nhlapho said it was surprising that for decades employers had refused to negotiate workers' wages and working conditions – but the moment they get court summonses, they contact the union, saying they want to negotiate. Clearly this is to avoid the embarassment of being charged with assault.

She said laying charges against an employer is a difficult decision for domestic workers – it means automatically losing your job.

"But the domestic workers are saying: 'Enough is enough – we are prepared to face the music," she said.

'These are SA's most exploited workers ...'

ZB MOLEFE

THE plight of South Africa's farm and domestic workers has been highlighted by the International Union of Food and Allied Workers' Association.

The executive committee of the association, which has 214 trade unions affiliated to it and more than 2.2-million members worldwide, recently expressed concern about the workers after a meeting in Geneva, Switzerland.

"Farm workers and domestic workers are still unrecognised as workers in terms of South African labour legislation," said the IUF. It demanded that these workers be protected by South African labour legislation.

The IUF welcomed the creation of the Congress of South African Trade Unions, which it said "has brought into being the most representative national labour organisation in the history of South Africa".

The organisation slammed attempts to "combat the growth of representative, democratic and non-racial trade unions by organisations such as the Inkatha movement".

The IUF accused Inkatha president and KwaZulu Chief Minister Gatsha Buthelezi of "seeking to substitute loyalty to tribal politics and to his personal leadership for the loyalty each worker owes to his class and to the labour movement as a whole".

The recent violence against trade unionists also came under fire from the IUF: "We also note with anger and horror the reports of assassinations, torture and imprisonment of unionists and democratic activists in the so-called 'homelands' of Transkei, Ciskei and most recently Bophuthatswana," it said.

'Step up the pressure against SA'

A TRADE union organisation with more than two-million members worldwide has called for an end to foreign investment in South Africa.

The International Union of Food and Allied Workers' Union, which met in Geneva recently, accused governments which were encouraging investment in SA of "complicity in the crisis facing South Africa".

The IUF also condemned the "uneven response" from some South African trade unions to calls for international action against apartheid.

"There are no more than a handful of governments and trade union organisations that have acted against SA on their proclaimed principles," said the IUF.

partment to monitor, evaluate and improve the scheme.

14. The Department reserves the right at any time, to obtain from the Contractor a statement, together with documentary proof, in which the costs of material, equipment and transport as contemplated in Annexure 2 are specified.

    The Department may cancel the agreement on giving one month's notice.

15. The Contractor chooses as his *domicilium citandi et executandi* for any correspondence or for the service of any legal process the following address:

.....

.....

.....

DATED AND SIGNED AT .....
ON THIS .....DAY OF .....1985.

AS WITNESSES:

1. .....
2. .....

On behalf of the Contractor duly authorised thereto.

DATED AND SIGNED AT .....
ON THIS .....DAY OF .....1985.

AS WITNESSES:

1. .....
2. .....

On behalf of the Department duly authorised thereto.

ANNEXURE 1

The work creation project, duration and costs of the project for work creation for unemployed persons and numbers referred to in paragraphs one and two of the agreement are as follows:

Title of project	Duration: (Days)	Number of persons employed at any particular time	Cost per working day per person

HoA

Weenen: emergency camp

738. Mr G B D McINTOSH asked the Minister of Constitutional Development and Planning:

(1) Whether, in terms of Government Notice No 217 published in the *Government Gazette* of 7 February 1986 in terms of the Prevention of Illegal Squatting Act, No 52 of 1951, certain sites have been excised from the emergency camp situated at Weenen; if so, (a) which sites, (b) what is the total area of these sites and (c) why are they being excised;

(2) whether any improvements have been effected on these sites; if so, (a) what improvements in each case and (b) by whom were they effected;

(3) whether there are any persons living on these sites; if so, how many;

(4) whether these persons are to be moved; if so, (a) why and (b) where will they be moved to;

(5) whether any compensation will be paid to these persons; if not, why not; if so, what compensation;

(6) whether the costs of removal will be paid by his Department; if not, why not;

(7) whether the persons concerned consented to the move; if so, (a) when and (b) in what manner did they signify their consent?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes, portions of undermentioned erven.

    (a) Portions of erven 356 and 366.

    (b) 19,0811 hectares.

    (c) The land has been sold by the Town Council of Weenen.

(2) No.

    (a) and (b) Fall away.

(3) No.

(4), (5), (6) and (7) Fall away.

Flats: domestic servants

744. Mr P G SOAL asked the Minister of Constitutional Development and Planning:

(1) Whether persons living in flats which provide accommodation for domestic servants, are required to apply for permission to have such servants stay on the premises; if so, (a) (i) from whom and (ii) where is such permission obtainable and (b) for what period is permission granted;

(2) whether any conditions are attached to the granting of such permission; if so, (a) what conditions and (b) why;

(3) whether any charge is levied for the granting of the necessary permission in this regard; if so, (a) what charge and (b) why;

(4) whether he has received any representations regarding this matter; if so, (a) when, (b) from whom and (c) what was the (i) nature of the representations and (ii) response thereto?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) Yes.

    (a) (i) Development Board for the area concerned,

        (ii) Offices of the Development Board concerned.

    (b) Up to 12 months at a time.

(2) Yes.

    (a) and (b) The conditions imposed are in the discretion of the Development Board concerned and are based on the merits of each case.

(3) Yes.

    (a) 50 cents per month or part thereof.

    (b) To cover administration costs.

(4) No.

    (a), (b) and (c)(i) and (ii) fall away.

Own Affairs:

Johannesburg North: hospitals/nursing homes

64. Mr P G SOAL asked the Minister of Health Services and Welfare:

(1) Whether there are any hospitals and/or nursing homes in the Johannesburg North constituency which fall under his Department; if so, (a) what are the names of such (i) hospitals and (ii) nursing homes and (b) what total number of beds do they have;

(2) whether his Department pays any subsidies to these hospitals and/or nursing homes; if not, why not; if so, what total amount is paid in such subsidies;

(3) in respect of what date is this information furnished?

The MINISTER OF HEALTH SERVICES AND WELFARE:

(1) (a) and (b) No. However, one hospital called "Rosebank Clinic" registered as a private hospital for 106 beds and one unattached operating theatre unit for 5 day beds are registered with the Department of Health Services and Welfare.

(2) No. Both the private hospital and unattached operating theatre unit are privately owned.

(3) 10 April 1986.

HoA

Advocate slams labour rulings

By Sheryl Raine

A leading labour advocate has called on the legal profession to take a stand against the exclusion of many categories of workers from the benefits of the Labour Relations Act.

Mr Tim Trollip last night made the appeal during an address to the Friends of the Law School at the University of the Witwatersrand.

He said farm labourers, domestic servants, many State employees and others were currently excluded from the ambit of the Labour Relations Act (LRA).

"The State has essentially chosen to place itself above the law. However, neither the State nor we as a society will escape the power implications of so large a segment of our country's labour force," Mr Trollip said.

He said Section 2 (2) of the LRA provided that the act did not apply to persons employed by the State.

The Wiehahn Commission report had recommended that collective bargaining rights be extended to public sector employees and that compulsory arbitration be substituted for the right to strike in the public sector. So far nothing had been done to extend these rights to Government and provincial employees.

POWER DYNAMICS

Mr Trollip focused on the power dynamics involved in labour relations, stressing the need for labour lawyers to come to an understanding of the wider dynamics of power and labour law so that collective bargaining could be encouraged.

"Good lawyers concern themselves as much with power as the law," he said. "Lesser lawyers, or perhaps lawyers badly instructed by clients rush off to courts for ex parte interdicts to stop workers burning down factories or to evict sit-in strikers."

There has been a rash of cases lately in which employers have gone to the Supreme Court for interdicts against workers and have received such interdicts, ex parte, without the court's hearing any reply from the workers or unions concerned.

Mr Trollip was critical of the judiciary in granting such interdicts without hearing the other side of the case.

"I fear this pattern (of ex parte orders) — it invites workers to flout the authority of the courts," he said.

"We are entering a time when in my view, the Supreme Court, and I speak as an officer of the Supreme Court and with the greatest respect for the Supreme Court, is going to have to enter the realm of collective bargaining and collectively bargain for its authority.

"Such authority may be bargained for, and achieved, if the Supreme Court steeps itself more deeply in an understanding of the dynamics of power and labour law; accords to labour and management interests, without fear or favour, their just desserts; and ceases so readily to afford umbrella relief ex parte.

"The majority of our present judges are, with respect, products of capitalism. Very few of them ever held a brief for a trade union while practising at the bar.

"For them the challenge must be to endeavour to understand issues from the perspective of labour and to come to impartial judgment," Mr Trollip said.

sunrise

Levy stays for domestic workers till end of June

Political Staff

Employers of domestic workers will have to continue paying the monthly levy of R1,20, along with the R3 transport levy, till June 30, the chairman of the West Rand Development Board, Mr John Knoetze said yesterday.

He said (when asked if the scrapping of influx control, and with it the registration of domestic staff, meant employers no longer had to pay the levies) that the fees were not necessary for newly employed domestic staff.

"Employers may now employ anyone without registration other than foreign Africans from Zimbabwe, Zambia, Malawi or Mozambique," he added.

PAYROLL TAX

It was possible, he said, that employers would be affected by the "payroll" tax which would come into effect with the introduction of Regional Services Councils. Details are not yet available.

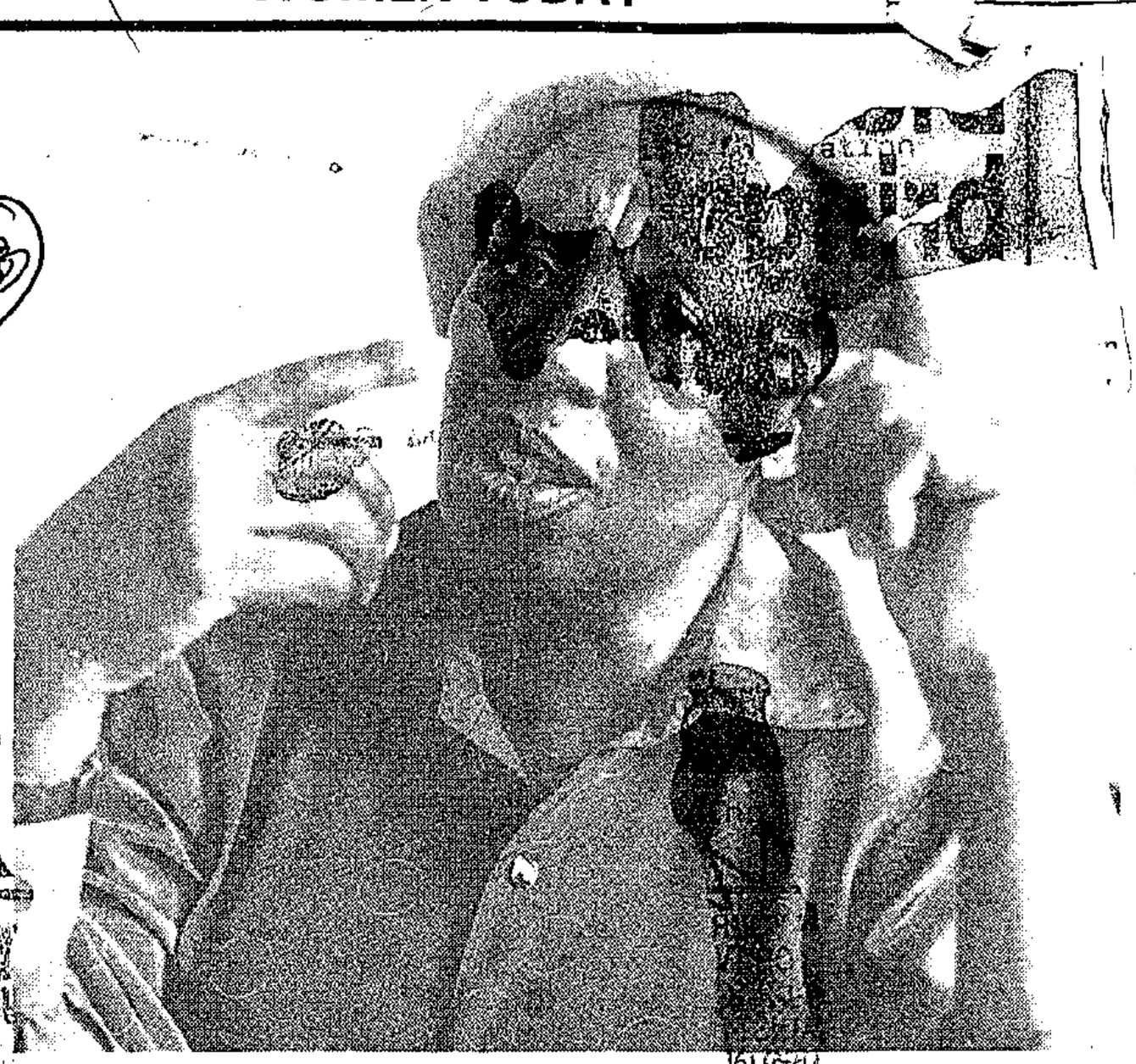
And in Cape Town, a spokesman for the Department of Constitutional Development and Planning said the money was needed for development purposes.

He conceded that the levies were discriminatory as they only applied to black employees but he said the money could not be suddenly cut off.

He said employers should contact board offices to establish how much to pay.

Madam's fear turned on the maid

Political upheaval in South Africa has taken its toll on domestic workers who suffer violence born of the anger, fear and frustration of their employers, says the head of the South African Domestic Workers Association. MARIKA SBOROS reports.



MARGARET NHLAPO: "Employers must not take out their fear and anger on domestic workers."

Domestic workers are suffering a violent backlash from employers as the number of murders, rapes, assaults and unfair dismissals skyrockets — and South Africa's political turmoil appears to be the root cause.

Mrs Margaret Nhlapo, head of the Johannesburg office of the South African Domestic Workers' Association (Sadwa), chronicles a distressing increase in violence against domestic workers, particularly since the state of emergency was declared in August last year.

Sadwa has this year sent two cases of murder to lawyers, as well as over 20 cases of assault, including rape, stabbings and vicious dog attacks, and nearly 700 cases of unfair dismissal.

The recent lifting of the state of emergency has done little to ease the situation, Mrs Nhlapo says.

"I can only put it down to paranoia on the part of white employers. I don't think it is coincidence that the number of these cases has risen dramatically since the state of emergency was introduced last year," Mrs Nhlapo says.

"I appeal to employers not to take out their rage, fear and frustration on their domestic workers. These workers are mostly women seeking to earn a subsistence living for their families.

"In many cases these women are just as scared about what's going on in South Africa as employers may be. We also want things to be return to normal. We don't like what is happening to our children."

Figures from Sadwa's files paint a bleak picture of the reaction of employers to domestic workers:

From January till August last year, says Mrs Nhlapo, the number of cases for unfair dismissal handled by Sadwa did not exceed 60. Assault cases were rare, and murder was not a factor.

Figures for the following months point to some kind of "collective insanity" on the part of employers:

1985 —

- August: 59
- September:69
- October: 80
- November: 99
- December: 77

The beginning of 1986 saw a staggering increase in unfair dismissal suits:

- January: 230
- February: 140
- March: 182
- April: 141

More than ever before it is vital that the Government recognises Sadwa as a trade union, Mrs Nhlapo says.

"Domestic workers are the most vulnerable class of workers, with no legal protection at all."

She documents two typical cases of extreme abuse, in Sandton and in Kensington, Johannesburg, in which workers were seriously injured by their employers:

"A pregnant woman in her eighth month was stabbed in the hand as she tried to protect herself from her female employer during an argument. Fortunately, she did not lose her baby," Mrs Nhlapo said.

"In Kensington, when there was no tea for the boyfriend of a domestic worker's employer, the worker claimed the man set a vicious dog on her.

"She was badly bitten all over her body. She had deep bite wounds down the front of her chest," Mrs Nhlapo says.

Call for May 1 holiday for domestics

By Marika Sboros

May 1 should be an annual paid holiday for domestic workers starting from tomorrow, Mrs Margaret Nhlapo, head of the South African Domestic Workers' Association (Sadwa) said yesterday.

Sadwa, an affiliate of Cosatu, made the call after moves in industrial relations circles and trade unions to have the Labour Relations Act extended to include domestic workers. This would give them a negotiating forum to push for May 1 as a holiday.

Pressure for May 1 as a holiday has escalated with the formation of Cosatu and the consolidation of other labour-affiliated bodies. Employers have requested Government to establish a commission of inquiry into the country's public holidays with a view to demonstrating greater sensitivity to days meaningful to the black community such as May 1 and June 16.

Mrs Nhlapo said after unity talks with Sadwa branches around the country, her organisation had aligned itself with the Cosatu policy decision that May 1 be recognised by the State as a paid public holiday in solidarity with workers internationally.

"It's time people started recognising that domestic workers are workers like any other category. They are the most exploited class of workers Mrs Nhlapo said.

"Their contribution is essential to the South African economy and should be recognised. Without domestic workers, many members of the female workforce could not go out to work. The luxurious lifestyle adopted by many South African women could also not be kept up without the help of domestic workers," she added.

Commenting on the abolition of the pass laws, Mrs Nhlapo said this was a welcome move for domestic workers, as long as there was genuinely no sting in the tail.

"Now many employers who have paid domestic workers exploitative wages because they could not be registered will not be able to use that as a lever."

Sadwa has been fighting for legal recognition as a trade union since its establishment in 1980.

U.C.T.

Blacks' living quarters must be approved

1/5/86 Mercury

294

Political Reporter

IN SPITE of the recent scrapping of the pass laws, domestic workers are still not allowed to have their children or husbands living in their quarters, according to Mr Hennie Venter, director of employment services at the Natalia Development Board.

Mr Venter said the accommodation of domestic workers was regulated by the Group Areas Act, which had not been changed.

What has changed is that domestics can now apply for and be given jobs without having to be registered with the local development board.

Mr Venter said in Durban this now applied to all black work-seekers from urban townships and KwaZulu.

Employing Transkei citizens was still subject to approval from the homeland Government in terms of agreements between all the independent black states and South Africa.

'The difference now is that after the employer has got the necessary permisson, there is no need to register the employee,' Mr Venter said.

He said the inter-state labour agreements were to be possibly amended subject to negotiation, but did not know when this would occur.

Mr Venter said black workers, just like others, had to have accommodation approved by the local authority.

He said the approval and policing of accommodation was the job of the local authorities and standards varied between different authorities.

Mr Venter said the Government's White Paper on urbanisation published last week listed legislation to be repealed. Some legislation was included in a moratorium published with the White Paper but other laws were excluded.

This meant that there were some contradictions with measures scrapped according to the moratorium but still in force under other legislation.

A major example of this was the legislation which provided for monthly contributions by employers to the NDB. This was not in the moratorium and the constributions were therefore still payable.

Out of date

Mr Venter said that previously the NDB used the records from the registration of workers to collect contributions, but with the scrapping of registration the current records would be out of date after a month and contributions would have to be collected in person by NDB staff.

The same applied to the transport levy, but this applied only in certain areas.

Mrs Rita Easton, Black Sash advice office supervisor, said many people did not realise that there was no longer any need for black workers to be 'signed on and signed off' by their employers for influx control reasons.

She said the important question now was how local authorities were going to administer the question of people being required to have approved accommodation.

(e) No term of office is specified.

(2) No. Due to the current situation of unrest it is not possible to involve Black persons on a continuous basis but liaison takes place on a personal level with individual Black persons from the community.

6/5/86 QCOR 1623

Langa, Nyanga, Guguletu: single-quarter accommodation

HANSARD

*29. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether any improvements to single-quarter accommodation in Langa, Nyanga and Guguletu (a) took place over the past three years and (b) are scheduled to take place; if not, why not; if so, (i) what specified improvements, and (ii) when, in each case;

(2) whether the residents of these townships were consulted prior to the improvements being effected; if so, what residents;

(3) whether the private sector financed or will finance any of these improvements; if so, which improvements;

(4) whether the Government or any other specified public authority or body financed or will finance any such improvements; if not, why not; if so, (a) which improvements were or will be financed by each such public authority and (b) what total amount (i) was spent over the past three years and (ii) is scheduled to be spent in this connection in the current financial year;

(5) whether his Department considers conditions in the single-quarter accommodation referred to above to be satisfactory at present; if not, what action, other than effecting the improvements referred to above, is to be taken in regard to the matter?

†The MINISTER OF CONSITUTIONAL DEVELOPMENT AND PLANNING:

(1) (a) Certain single quarters belonging to employers, as well as some single quarters belonging to the Development Board that have been allocated to employers, have been upgraded during the past three years. The Board was however not informed of the extent thereof or the expenditure incurred in each case.

(b) No specific improvements are due to be carried out as all work has been suspended due to the prevailing unrest situation.

(i) and (ii) fall away.

(2) It is not practical to consult residents of townships about improvements to be carried out in single quarters.

(3) Yes, see reply to question 1(a).

(4) (a) and (b)(i) Maintenance and improvements are normally carried out on a cycle of 3-4 years. Although normal day to day maintenance were carried out during the past 3 years, no improvements were carried out, as a result of the prevailing situation of unrest.

(b)(ii) No funds have been earmarked for any improvements to single quarters during the current financial year.

(5) The Department does not consider conditions in the single quarter accommodation to be satisfactory. As a result of the impending repeal of the influx control system it is envisaged that all single quarters in the townships will eventually be altered into family units and that employers who insist on housing employees in single quarters will be requested to erect hostels themselves.

George: high school facilities

HANSARD 6/5/86

*30. Mr K M ANDREW asked the Minister of Education and Development Aid:

(1) Whether there are any high school facilities for Black pupils near George in the Southern Cape; if not, (a) why not, (b) where is the nearest high school for Blacks situated and (c) how many pupils can be accommodated at this school;

(2) whether any steps are being taken in connection with providing high school facilities in this area; if not, why not; if so, (a) what steps and (b)(i) where and (ii) when will these facilities be provided

†The DEPUTY MINISTER OF FOREIGN AFFAIRS (for the Minister of Education and Development Aid):

(1) No.

(a) The number of pupils at George does not presently warrant a secondary school. There are only 32 pupils in std 6 at the primary school and 130 pupils in stds 7-10 at the Centre for Adult Education.

(b) Fezekile Junior Secondary School, Oudtshoorn.

(c) 350. The school presently has 174 pupils.

(2) Yes.

(a) and (b) A secondary school for Black pupils in George and the surrounding areas has been approved in principle. Temporary buildings to accommodate primary school pupils are provided in the new township (Sandkraal) for Black people. A permanent primary school is presently under construction and completion is expected by the end of 1986. As soon as the primary school pupils can be accommodated in the new permanent building the secondary school will as an interim measure be accommodated in the temporary buildings until a new secondary school can be erected.

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Non-White domestic servants in group areas for Whites

HANSARD

*31. Dr W J SNYMAN asked the Minister of Constitutional Development and Planning:†

(1) How many permits in terms of which non-White domestic servants are permitted to reside in group areas for Whites had been issued by his Department in terms of the provisions of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945, as at the latest specified date for which figures are available;

(2) whether in terms of these permits children of such domestic servants may reside with their parents in group areas for Whites;

(3) whether he will make a statement on the matter?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) None. My Department does not issue such permits.

(2) No.

(3) No.

Own Affairs:

6/5/86 QCOR 1626.

St Andrews private school

HANSARD

†1. Mr J H VAN DER MERWE asked the Minister of Education and Culture:†

(1) Whether his Department has given permission to the St Andrew's private school in Johannesburg to admit Black pupils; if so, (a) when and (b) in terms of what statutory provision;

(2) whether any Black pupils are enrolled

Domestics: 'End soft attitude'

Municipal Reporter

COUNCILLOR Joseph Rabinowitz of Sea Point has appealed to the City Council Executive Committee to abandon "the soft attitude" and enforce municipal regulations relating to domestic workers.

He also complained that the Scout Hall of the 7th Green and Sea Point group provided vagrants with one of their "best hideouts".

He suggested the Scout Hall gate should be locked even during scout meetings if these took place at night.

"I suggest also that the beach constables, by way of a change from loafing along the beachfront, visit these premises at least four times a day and clear them of persons who have no right to be there."

He asked whether beach constables could be used, on night shifts, to check servants' quarters and ensure that only domestic workers employed in a particular block of flats lived there.

"The soft attitude" was immediately taken advantage of, so the council should instead "show some authority", he said.

The Executive Committee agreed yesterday to meet Mr Rabinowitz to sort out his problems. It was felt that no new policy decisions were necessary, as adequate regulations existed.

Crown for queen of domestic workers

AR 6 M 5 28/5/86

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Staff Reporter

A DANCE at the old Cape Town Art Centre in Greenpoint on Saturday will be the venue for the crowning of Miss Domestic Workers Association (Green Point and Sea Point).

Twelve finalists are competing for the title and the evening begins with the crowning at 8pm.

Snacks and soft drinks will be on sale and bands will be playing.

Tickets are R5 each and can be bought at the door. More information from ☎419-3758.

Fewer domestic workers being employed today

Business Editor

MADAMS are having to dispense with the luxury of domestic workers, a leading economic study has disclosed.

In a wide-ranging report, the Bureau for Economic Research (BER) at the University of Stellenbosch said spending on household services — including domestic workers — had declined by 2,2%.

This indicated "that servants become an unnecessary luxury during times of recession", the report said.

Referring to trade and commerce, the report identified a reduction in tourism as a major reason for a 6,1% drop in consumer spending on various types of services.

"As long as civil unrest continues, tourists will be deterred, even though prospects for a cheap holiday at the present rate of exchange remain attractive," said the report.

It forecast that the tourist reduction would continue this year.

The BER said consumer boycotts had had an effect on spending on food, beverages and tobacco, which dropped by 5,1% last year.

This was despite an increase in the population.

But the organisation said it was difficult to know if the figure was accurate.

"It is probable that goods sold on the black market in comsumer boycott-affected areas are not reflected," the report said.

● See Page 11

(b)	(c) R	(d)
West Rand Area Development Board	648,82	Government Printer
Western Cape Area Development Board ..	690,85	Government Printer
Western Transvaal Area Development Board	676,96	Hoofstadpers Ltd (trading as Aurora Printers)
Northern Transvaal Area Development Board	552,60	Government Printer
Northern Cape Area Development Board	762,83	Hoofstadpers Ltd (trading as Aurora Printers)
Oranje Vaal Area Development Board ...	789,15	Hoofstadpers Ltd (trading as Aurora Printers)
Qwaqwa Government	4 029,13	Government Printer
Lebowa Government	10 533,15	CTP Book Printers (Pty) Ltd
KwaZulu Government	2 804,35	Government Printer
KaNgwane Government	3 446,31	Government Printer
Gazankulu Government	3 755,84	Government Printer
KwaNdebele Government	8 355,53	CTP Book Printers (Pty) Ltd

FRIDAY, 30 MAY 1986

†Indicates translated version.

For written reply:

General Affairs:

Q er 2075 30/5/86 HANSARD

Ruacana hydro-electric scheme

842. Mr L F STOFBERG asked the Minister of Mineral and Energy Affairs:†

(1) (a)(i) What amounts have been invested in or spent on the Ruacana hydro-electric scheme by the State, State institutions and other local institutions with the permission of the State and (ii) in respect of what specified period is this information furnished, (b) what percentage of the total investment in the said scheme do these amounts represent, (c)(i) in what manner are these amounts being repaid and (ii) what amount has been repaid;

(2) (a) how much electricity has been supplied by this scheme in each year since it was put into operation and (b) what was the planned supply in respect of each such year;

(3) at what price was this electricity supplied in each of these years?

The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(1) (a) (i) R251 million.

(ii) 1964 to 1978.

(b) 54,1%.

(c) (i) No final agreement has as yet been reached regarding the manner in which the amount will be repaid, negotiations between the parties concerned are, however, being proceeded with.

(ii) Falls away.

(2) (a)

	Thousand kWh
1980/1981	454 116
1981/1982	547 124
1982/1983	865 000
1983/1984	1 259 891
1984/1985	1 463 831
1985/1986 (9 months) ..	743 413

(b) The planned supply is estimated at 1 000 million kWh.

(3) Average prize of electricity prices at an average load factor of 70 per cent:

Apr 1978 to Feb 1980—3,82 c/kWh
March 1980 to March 1981—4,32 c/kWh
Apr 1981 to March 1983—4,87 c/kWh
Apr 1983 to Aug 1983—5,14 c/kWh
Sept 1984 to Jun 1986—4,73 c/kWh
Jul 1986—5,39 c/kWh

Q er 2077 30/5/86 HANSARD

Farm/domestic workers

1043. Mr P H P GASTROW asked the Minister of Manpower:

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(1) Whether, with reference to his reply to Question No 19 on 11 February 1986, consultations concerning the report of the National Manpower Commission on the working conditions of farm and domestic workers have been completed; if not, when is it anticipated that they will be completed; if so, (a) when and (b) what organisations and persons were consulted in this regard;

(2) whether the report has been released; if so, when; if not, (a) why not and (b) when will it be released;

(3) whether any action is to be taken in connection with the findings of the Commission on this matter; if not, why not; if so (a) what action and (b) when?

The MINISTER OF MANPOWER:

(1) No. At this stage it is not possible to say when the consultations will be completed, as the agricultural sector is a very large and diversified one and quite a number of bodies have to be conferred with.

(a) Consultations are still continuing and are to be broadened further.

(b) Up to now only representatives of organised agriculture have been consulted.

(2) No.

(a) Consultations have not yet been completed.

(b) The release of the report will be considered in the light of the progress which is made with talks with organised agriculture in particular.

(3) Yes.

(a) Consultations with various interested parties.

(b) Consultations are at present under way.

Aircraft

1069. Mr W V RAW asked the Minister of Transport Affairs:

(1) (a) How many aircraft of each type were purchased by the South African Airways in each of the latest specified five years for which figures are available and (b) at what price in each case;

(2) (a)(i) how many aircraft of each type were sold in each of the above-mentioned years and (ii) at what price in each case and (b) what was the (i)

2/6/86.

A pension fund for domestics

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FUTURE PLANNING: Many employers do not care what happens to domestic workers on retirement.

By Kate McKinnell

When domestic worker Mrs Hilda Khumalo was asked to retire by her long-standing employer, she found to her horror she could not support herself.

Through the years, all her savings had been spent on her children's education, and she had never been aware that the state pension she was entitled to might be difficult to obtain and inadequate for her survival.

Mrs Khumalo is an imaginary person, but she represents a large proportion of the about 800 000 domestic workers in South Africa.

How many domestic workers, or their employers, know about the pension fund available specifically to help them?

"Very few", says Mrs Lulu Lipworth, consultant for the pension fund. "And many of those employers who do know about it have very good intentions, but never do anything about it."

By paying a small monthly sum, domestic workers can ensure a steady tax-free pension for their retired lives.

For example, if Mrs Khumalo retired at the age of 60, and had been paying R12 a month into the fund since the age of 30, she would receive a monthly pension of about R1 260.

Lower monthly pension

She could also choose to draw a third of the lump sum when she retired, and then receive a lower monthly pension. In this instance, she could perhaps draw R37 851 to pay towards a house and then receive a pension of R840 a month.

"Any domestic worker, farm labourer or small-business employee can join the fund, and she or her employer may pay the contributions.

"If the employer is paying, the membership may be transferred from employer to employer as the domestic servant changes jobs," says Mrs Lipworth.

A doubt many people have expressed about the pension fund is that people who join the fund will lose their State pension, so Mrs Lipworth has thoroughly investigated this area.

She says black pensioners with an income of between R21 and R40 are still eligible for a part pension from the State. Those with an income of over R40 do lose their eligibility for the State pension of R79.

But if the pensioner has paid into the domestic pension for a reasonable amount of time, the benefits she receives will far outstrip those of State pensions.

"Another aspect of the domestic pension fund is that domestic workers can choose to retire five years earlier at the age of 55.

"And there is also a death and disability benefit," says Mrs Lipworth.

If a domestic worker should die before retirement, the balance in her pension fund will be paid to her dependents, as well as R2 500 if there have been at least six contributions in the past 12 months.

If she is disabled, she herself receives this money.

Mrs Lipworth says some employers have been delighted to find a way to ensure a comfortable retirement for their domestic workers.

"But it really concerns me that many employers do not care about the fate of their employees when they retire."

Plea on domestic workers

An appeal has been made to employers to release their domestics from work on Monday June 16.

Mrs Margaret Nhlapo of the South African Domestic Worker's Association (SADWA), says her organisation feels strongly that mothers should be with their children on this 10th anniversary of the June 16 Soweto riots.

Mrs Nhlapo says it may also be dangerous for women to leave their township homes to go to work.

"Employers who threaten to fire their domestic workers if they do not go to work on June 16 are showing that they really don't care about their employees," says Mrs Nhlapo.

She appeals to employers to allow women from rural areas to take an extended weekend so that they may be with their children.



CAPE TIMES 27/6/86

Domestics may use art centre

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Municipal Reporter

DOMESTIC workers can continue to use the Cape Town Art Centre in Green Point until development proposals for the "disintegrating" centre have been received and decided on, the City Council resolved yesterday.

In February the council decided to stop the Domestic Workers' Association of Green and Sea Point from using the centre. Yesterday the council resolved to rescind that decision.

Workers may continue to use the centre "for training and recreational purposes".

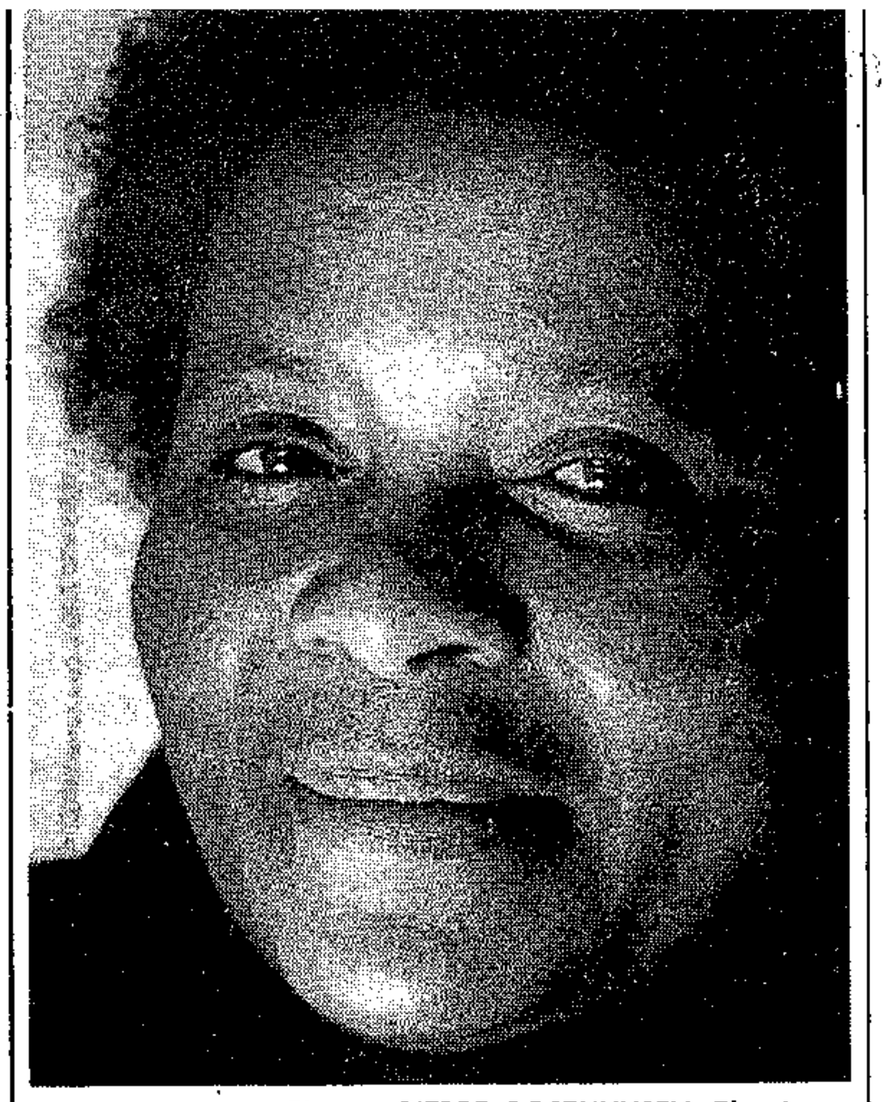
The alternative was to allow the erection of two prefabricated buildings costing R70 000 in the Green Point track grounds, according to a report from the executive committee.

Mr Sam Gross said the Workers' Association claimed a membership of 2 000, and even if it was really only half that, an amenity should be provided.

"Let's get on with the practical side," Mr Gross said. "We will find the funds."

● Cape Town will not have an exhibit at the Johannesburg Centenary Garden Show in October this year, the council resolved yesterday.

The exhibit would have cost R11 500 after initial budget-cutting.



Picture: PIERRE OOSTHUYSEN, The Argus

Sapho Matolengwe . . . working towards further improvements in the lives of domestic workers.

Centre of concern

ARGUS 10/4/86 294

HER name is Crecencia Matolengwe but she is called Sapho, from Nolusapho, which means mother of the family. "I was given that name by my in-laws," says Mrs Matolengwe, "When you get married you are given a new name."

She has been the spirited head of the South African Domestic Worker's Association since 1981.

Have employers' attitudes changed much since then? Yes, she says, some salaries have increased, reaching the R200 a month that Sadwa recommends as a minimum wage for skilled domestic workers, but there are still employers paying only R80: "And that's without transport."

IN HER OWN RIGHT

PROFILE

by



Gorry Bowes-Taylor

There are also still employers who expect longer hours from their workers than the recommended eight-hour day, five-day week and there are also — and she comes back to this again and again — those who assault their domestic workers: "We do our best to solve the problem through our lawyers."

Sadwa shares a pleasant house in Mowbray with the South African Institute of Race Relations. Mrs Matolengwe's office is the old garage transformed, so it's chilly, but cheerful. Her secretary and community worker, Ntombi Makwasa, brings welcome cuppas, and there are many telephone calls.

What has the scrapping of the pass laws meant for domestic workers?

"No more arrests"

"I'm not quite sure," Mrs Matolengwe says, for there is still confusion, "because it seems some people are now being arrested instead under trespass legislation, but it would be good if there were no more arrests. It was a great frustration running around not having a pass. You ran to the loo, they took you out of the loo, it was bad."

As the cost of living goes on and time moves on Mrs Matolengwe feels there won't be domestic work and so, through Sadwa's Centres of Concern, women are learning further skills in literacy, home nursing, cooking, crocheting and sewing: "For instance, they can sew and sell to their own communities to bring in some cents," she says.

Telephone: "Is it live-in or sleep-out? Oh, if it is sleep out, then it is R2,50 an hour plus travelling expenses. If she is from Khayelitsha, then she will need more money."

The Matolengwe family — he is Bishop Patrick Matolengwe and there are three of their five children at home, live in Bishop's House in Kildare Road, Newlands.

So it works, blacks and whites living together! "Yes, of course!" Mrs Matolengwe says, "We have very nice quiet next door neighbours."

The Bishop is busy and his family miss him, he is so often away, invited by the church in other countries to confirm candidates, to preach, to talk: "So I've got to look after the children."

Those children who are still at school go happily to Western Province Preparatory School, Bishops and Herschel. Do they ever . . .

Telephone: "You've got to sit down and discuss it with your domestic worker, maybe she's got problems. If a person walks out you just pay her for the work done. If you dismiss her then it must be with a month's notice or a month's pay. Domestic workers are covered by common law."

"Enjoy your work"

"She walked out. That was her employer. Maybe the treatment is not good, maybe she is underpaying her. It is quite frustrating, the domestic worker, like anybody else, spends most of her time at work. You've got to be happy and enjoy your work. And whenever there is a problem, you've got to sit down and talk woman to woman."

On the wall is a newspaper cutting: *An assault victim wins her case and is awarded R2 000.* The award was Sadwa's doing.

"When they are assaulted," Mrs Matolengwe says, "I can't believe it. That worker wasn't paid for three months, can you imagine, and when she said to her employer: I cannot work for nothing, I am selling my labour to you, her employer went out to call her neighbour and they assaulted her. You should have seen that domestic worker, her back was full of wounds and her eye was badly swollen.

"We still have employers giving their domestic workers pap and samp. Yes, that is our staple food but you eat it when you feel like having it and you don't just have it without meat and vegetables."

Telephone: "I am going to the Transkei . . so all right dear, maybe Tuesday."

"We will stay with my mother-in-law in Graaff-Reinet where my husband comes from. I'm from Lady Grey. My mother-in-law, who is 97, stays with her youngest daughter-in-law. She will be so happy to see us. She does her cooking sometimes and though she gets tired she loves baking and making jam. She makes fantastic peach jam, apricot jam."

It is now that Ntombi comes in with the tea: "There have been seven cases of assault in the past three months," she says, looking at the file.

● *South African Domestic Worker's Association, 5 Long Street, Mowbray; Tel: 69-2112.* ● *Sadwa's Centres of Concern: St Saviour's Church, Claremont. Congregational Church, Rondebosch. St Thomas's Church, Rondebosch. Classes from 2pm-4pm, Monday to Thursday. Telephone Sadwa as above.*

CP rejects 'Indaba' union for farm workers

Own Correspondent

DURBAN. — The Conservative Party has rejected recent moves here to establish a trade union for black farm labourers and domestics, saying it would be used "purely for political ends" which would eventually lead to chaos.

An Indaba-type pact between black workers and white farmers is due to be signed in Northern Natal this week.

According to Mr Casper Uys, a sheep farmer and member of the CP executive, farmers are already hard pressed by the ailing economy.

"A union would only worsen matters," he said.

Another farmer who is a CP member warned the CP congress that he would halve his workers and replace them with readily available machinery if a union was formed.

"Unions become monsters," warned Mr Uys, using Australia as an example.

In South Africa the unions would be black, and used for political means which would use any small incident as an excuse for action over so-called unfair labour practices.

The rejection of the union by the party was wholeheartedly supported by the members and it was voted that the CP congress look, in detail, at the party's labour policy and current legislation affecting labour practices.

From the floor, Natal farmer, Mr Adriaan Kriel asked that CP leaders "look into" the recently formulated peace pact between the farmers of Louwsberg, near Vryheid, and black workers.

A representative of the Natal Agricultural Union had approached other farmers with the same proposal which he claimed had been put forward by Inkatha.

In a bid to beat moves by Inkatha — believed to be aimed at beating the union plans of the Congress of South African Trade Unions (Cosatu) — Mr Kriel says farm owners were asked to sign up their farm workers as Inkatha members.

A similar offer was taken up with enthusiasm by the Louwsberg farmers, he said, and a meeting was now scheduled for Friday to formalize the agreement.

The pact would include negotiation on security matters, and an increase in black housing in the area.

Mr Kriel said: "This is the beginning of a union in disguise without President P W Botha lifting a finger to prevent it."

He suggested that "workers' committees" be formed to achieve the same purposes and urged farmers to make conditions favourable for their workers so that there would be no need for either Cosatu or Inkatha plans.

"Our CP leaders must approach the Natal Provincial Administration for us, about these moves.

"Inkatha poses a very serious problem," Mr Kriel said.

Domestic servants harassed — claim

By HILARY VENABLES
Labour Reporter

THE Domestic Workers' Association of South Africa (SADWA) claims that sexual harassment, verbal abuse, assault and the summary dismissal of domestic workers by their employers has become rife in Cape Town as "masters and madams" take advantage of the recession and growing unemployment to exploit their servants.

SADWA worker Mrs Nthombi Makwasa said the number of domestics coming to the SADWA office in Mowbray to report abuse by employers had shot up during the past year.

In many cases, women had endured appalling conditions, physical violence and slave wages in order to keep their jobs.

"Last week seven women came here to tell me their male employers had sexually harassed them, or threatened to rape them.

"In some cases, the man threatens to withhold the worker's salary unless she complies with his demands.

"What makes it worse is that the police won't accept charges of sexual harassment unless the woman was actually raped," she said.

"There was a 46-year-old woman working in Tokai who was threatened with rape by her employers' sons.

"She came to the office crying and in shock. She said she had tried to report it to the police, but they just said: 'Why didn't you just do it'.

"The gardener working for the same family said all the female domestic workers there had had the same problem with those kids."

One woman had been working for a couple in Camps Bay for eight months, earning R30 a month.

"She was living in a garage with a leaking roof. There was no bedding, she had to buy her own food and she had to work from seven in the morning until nine at night.

"One day, the woman swore at her and assaulted her. She tried to defend herself by grabbing the woman and when the husband came home he threatened to kill her if she touched his wife again.

"He said: 'In South Africa you are not protected by any law. There will be no case if I kill you'."

Another woman said her Durbanville employer had set a vicious dog on her when she said she was too scared to clean the room in which the dog lived.

"When she came to the office, two days after the attack, she had a huge hole in her left inner thigh, another wound on her buttock and one on her back.

"The wound on her thigh was suppurating and smelt terrible. She was in hospital for two weeks. She said her employer made her clean her own blood off the kitchen floor before dismissing her."

Mrs Makwasa urged domestic workers who had grievances to phone SADWA at 69-2112.

Schools workers outline grievances

Labour Reporter

SCHOOL caretakers and cleaners in the Peninsula have a long list of grievances including discrimination, arrogant principals and poor salaries.

At a meeting of the Public Servants League (PSL) in Hanover Park on Saturday they also complained of long working hours and the lack of protective clothing.

Regulations said they had to work at least 48 hours a week but caretakers said they were often expected to work a 12-hour day.

Because schools could not be left unguarded, when security guards failed to arrive they had to stay on duty until the following morning. However,there was no provision for them to be paid overtime.

There was general dissatisfaction with salaries. Several caretakers with long service, some had from 21 to 29 years, were earning R451 a month.

They were all temporary staff, which led to insecurity about jobs and they had to wait two years before being eligible for the pension scheme.

Many said they had never received protective clothing in spite of the cleaning and grounds care work they had to do.

Work but no play in bugged house

By SIBUSISO MNGADI

A 50-year-old domestic worker has been fired because her employer didn't like her living with a man – and she was found out by a bugging device.

Mathilda Thotobolo has asked the SA Domestic Workers' Association to help her claim R60 notice pay from former boss L Howroyd.

Thotobolo says she is entitled to her back pay under common law.

In reply to a letter by Sadwa worker Nyami Mthethwa, Howroyd said he was not aware that the law applied to Thotobolo because she is a "foreigner" – from Lesotho.

He also threatened to take "necessary" action because he claims that while she is in SA she is "his property".

Howroyd said he recently became suspicious that Thotobolo was sleeping with a strange person in her room.

He then installed an electronic device to bug his property against intruders.

As a result, he discovered that Thotobolo had been sleeping with a man who always left at 5am under cover of darkness.

"I spoke to Thotobolo about this, and she confessed that her boyfriend had been sleeping there that night. I warned her that I will take action if it happened again.

"The next evening, a male must have slept there again as my device signalled me the next morning at 5am," he said.

When he woke up, he saw a man leaving the property, he said.

"Now will you please quote me a regulation under common law which states that people you employ are allowed to do this sort of thing?" he asked in his letter.

He said Thotobolo was employed with the permission of Natalia Development Board.

Now that she has been dismissed she can be sent back to her country, he said.

Mthethwa said Sadwa will be consulting the lawyers.

"Domestic workers are not their employers' property. Like other people they need friends and visitors," she said.

Man and woman guilty of knifing servant to death

A Johannesburg woman, Debbie Adel Cornelissen, was yesterday convicted of culpable homicide for fatally stabbing a domestic worker.

A Rand Supreme Court judge found a co-accused, Warren Pienaar, guilty of murder.

Cornelissen (26) and Pienaar (21) appeared with Anne-Marie (Nicky) Grobler (32), all of Rosedale Mansions, Koch Street, Joubert Park, and Johannes Petrus (Barney) van der Merwe (25) of Fleming Hall, Koch Street, Joubert Park, on charges of murder, attempted robbery and theft. They pleaded not guilty.

Grobler and van der Merwe were acquitted of murdering Mrs Dora Sithole on December 3 last year at a house in Fairwood. Mrs Sithole died of a stab wound in the back.

Statements made by the four to magistrates were handed into court. After a trial-within-a-trial Pienaar's statement was found admissible.

In his judgment Mr Justice D O Vermooten described Pienaar as a lying witness and a coward who had tried to exonerate himself and put the blame on others.

He found Pienaar had encouraged Cornelissen to attack Mrs Sithole.

Mr Justice Vermouten referred to documents handed in to court which gave an unusual picture of Cornelissen seen against that of the ordinary reasonable person.

She was referred to as having an anti-social personality disorder, abused toxic substances such as alcohol, and who had border-line mental retardation. Cornelissen also testified that she was an alcoholic and had drunk liquor on that day.

Mr Justice Vermooten concluded that Cornelissen's advocate was correct in arguing that the State had not discharged the onus of proving she had intent to kill.

Cornelissen said she entered the gate which was opened for her by Mrs Sithole and walked to the front door of the house.

Pienaar became involved in a struggle with Mrs Sithole but could not get the better of the woman and shouted "Debbie, stab her".

In stabbing Mrs Sithole, Cornelissen and Pienaar were on a jaunt of their own and the State had not proved beyond reasonable doubt that Grobler and van der Merwe had any part in the killing of Mrs Sithole, Mr Justice Vermooten said.

All four were found guilty of the theft of a TV set, a video recorder and a clock. Evidence in mitigation continues today.

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Cornelissen (26) and Pienaar (21) appeared with Anne-Marie (Nicky) Grobler (32), all of Rosedale Mansions, Koch Street, Joubert Park, and Johannes Petrus (Barney) van der Merwe (25) of Fleming Hall, Koch Street, Joubert Park, on charges of murder, attempted robbery and theft. They pleaded not guilty.

Grobler and van der Merwe were acquitted of murdering Mrs Dora Sithole on December 3 last year at a house in Fairwood. Mrs Sithole died of a stab wound in the back.

Statements made by the four to magistrates were handed into court. After a trial-within-a-trial Pienaar's statement was found admissible.

In his judgment Mr Justice D O Vermooten described Pienaar as a lying witness and a coward who had tried to exonerate himself and put the blame on others.

He found Pienaar had encouraged Cornelissen to attack Mrs Sithole.

Mr Justice Vermouten referred to documents handed in to court which gave an unusual picture of Cornelissen seen against that of the ordinary reasonable person.

She was referred to as having an anti-social personality disorder, abused toxic substances such as alcohol, and who had border-line mental retardation. Cornelissen also testified that she was an alcoholic and had drunk liquor on that day.

Mr Justice Vermooten concluded that Cornelissen's advocate was correct in arguing that the State had not discharged the onus of proving she had intent to kill.

Cornelissen said she entered the gate which was opened for her by Mrs Sithole and walked to the front door of the house.

Pienaar became involved in a struggle with Mrs Sithole but could not get the better of the woman and shouted "Debbie, stab her".

In stabbing Mrs Sithole, Cornelissen and Pienaar were on a jaunt of their own and the State had not proved beyond reasonable doubt that Grobler and van der Merwe had any part in the killing of Mrs Sithole, Mr Justice Vermooten said.

All four were found guilty of the theft of a TV set, a video recorder and a clock. Evidence in mitigation continues today.

Domestic workers start to organise their unions

For years domestic workers — although they do as important a job as anyone else — have been regarded as the forgotten section of the South African workforce, with no statutory protection. Now domestics, estimated at a million country-wide, are beginning to organise and fight for their rights. MIKE SILUMA reports.

They are a regular feature of the white South African lifestyle and indispensable to many white families — yet hundreds of thousands of domestic servants are, together with farm workers, the least protected of South Africa's workforce.

Having for years lived in the seclusion of the servants' quarters of many white homes, these women (and men) have, in recent years increasingly made their voices heard.

Throughout the country, domestic workers — in keeping with trends in the broader black trade union movement — are organising themselves into employee organisations to protect their interests.

Among such representative organisations which have sprouted recently are the SA Domestic Workers' Association (Sadwa), the East London Domestic Workers' Union, the Port Elizabeth Domestic Workers' Union, the Natal Domestic Workers' Union and Cape Town's Domestic Workers' Association.

This movement will culminate in the formation next month of a national domestic workers' association having an initial membership of nearly 60 000. It is believed that the new grouping will seek affiliation to the Congress of SA Trade Unions.

Sadwa's Transvaal secretary, Mrs Margaret Nhlapo, said the new union resulted from the realisation that the different organisations, active on a regional basis, were unable to effectively fight for the rights of domestic workers.

The authorities' attitude to demands for legislation for the improvement of working conditions for domestic workers was just one example, she said.

Govt accused

Accusing the Government of ignoring the representations by unions on the subject, Mrs Nhlapo said that despite the submission of a comprehensive memorandum on the subject in 1984, the authorities had done nothing to improve the status of domestic workers.

Every time the unions raised the matter with the Department of Manpower, they were told that the matter was under consideration.

The Government, despite having since 1984 the report of a 1982 National Manpower Commission investigation, had not introduced any legislation for domestic workers.

Demands being made by Sadwa and other unions are:

- That domestics be covered by labour legislation which would make it possible for them to qualify for benefits such as unemployment insurance and pension.
- A minimum wage of R200 plus an annual increment higher than the inflation rate. This should also apply to gardeners.
- A month's notice before termination of service, plus annual bonus.
- A 40-hour working week and two weekends off a month, with a weekend including the period from Friday evening to Monday morning.
- Maternity benefits ensuring that workers are paid for eight weeks before giving birth and for at least six weeks afterwards. Days off to attend antenatal clinics. Domestic workers should also be entitled to 14 days sick a year.
- The abolition of child labour.

Because of what she sees as unwillingness by the authorities to accede to these demands, Mrs Nhlapo said negotiations with some employers, both on an individual and group level were in progress.

But success in such dealings depended on employer goodwill. While some employers were sympathetic, many were uncooperative.

Labour laws

"Domestic workers' rights are not protected by the country's labour laws and most work under appalling conditions. In some cases their working day is between 14 and 16 hours.

"Even in Johannesburg there are domestics earning R40 a month," said Mrs Nhlapo.

In addition, she said, domestic workers increasingly had to cope with assaults by employers — with at least five cases a week being reported to Sadwa.

Mrs Nhlapo made it clear that exploitation was not confined to white "madams". Unions wanted to improve the wages and working conditions of all domestic workers, irrespective who employed them.

"When we talk of improving working conditions for domestics, 'madams' in the townships and the Indian and coloured areas think this does not apply to them.

" Anyone employing a domestic must be prepared to pay fair wages," said Mrs Nhlapo.

Sadwu meets to finalise its aims

By SELI NGADI

THE LONG-AWAITED SA Domestic Workers' Union constitution will be finalised this weekend when delegates from five associations representing more than 30 000 domestic workers countrywide meet at Durban's Kononia conference centre.

The meeting will be the culmination of five unity talks which have been taking place since last year.

The bodies involved are the East London Domestic Workers' Union, SA Domestic Workers' Association, National Domestic Workers' Union, PE Domestic Workers' Union and the Domestic Workers' Association.

Feasibility committee spokesman Mary Mkhwanazi said although domestic workers aren't recognised by the government as workers, they are going to push ahead for a trade union – rather than an association.

"We know who we are and nobody is going to dictate terms to us any longer," she said.

There are reportedly one million black workers in domestic service. Yet, despite correspondence with Manpower Minister Pietie du Plessis, they have been refused classification as workers and are not protected by labour legislation.

In previous talks, the delegates decided to affiliate to the 700 000-strong Congress of SA Trade Unions.

The conference also plans to hammer out a major campaign to highlight the plight of domestic workers. They want to register their strongest protest with the government and employers for the lack of legislation protecting domestic workers.

Even if the government doesn't promulgate a regulation at this stage, they want employers to enter into employment contracts with their domestics.

● Sadwa will be launched at a mass rally at Wits University on November 30.

Sacked – and evicted

Porridge people back

Sadwa hears case of maid vs madam



MIRRIAM LEKOANE: "Unfair to fire me."

By Kate McKinnell

When she broke her ankle, domestic worker Mrs Mirriam Lekoane lost her job and a place to stay because she did not go to work.

She's indignant, but her employer, Mrs Niesha Green of Craighall Park, feels she was justified in firing Mrs Lekoane.

The case, now in the hands of the Domestic Workers Association (Sadwa), highlights the difficulties caused by the lack of legislation protecting domestic workers.

Mrs Lekoane says she was running in the rain from the bus when she fell and twisted her ankle. She was unable to get up. Her husband called Mrs Green who drove her home.

"Next morning my leg was swollen up and I sent a message to my employer but she didn't come near me.

"My husband borrowed a van to take me to hospital. They found I had broken my ankle. They kept me there overnight, set my leg and told me I should not walk until the plaster came off."

Mrs Lekoane says Mrs Green did not visit, offer food or inquire after her health until a week later "when she came and shouted at me".

"She wanted a letter from the doctor saying I couldn't work.

CHECK-UP

"When I went for my next check-up I got a letter and my husband gave it to her. But she wrote back saying I was dismissed."

Mrs Green wrote: "You were able to do some work, or at least offer to do some work, since breaking your ankle, especially as, at the time, I was ill and my daughter was writing exams."

Mrs Lekoane worked for Mrs Green for 2½ years. She says the relationship between the two of them was good.

Mrs Green is divorced, has three children and works fulltime. "I didn't have time to go up to Mrs Lekoane's room.

"I expected someone to come and tell me how long she would be out of action.

"The last straw was when my daughter saw her walking down the road."

She says Mrs Lekoane was difficult to work with. "But I did not replace her because it would have been unfair to put her out of work."

Mrs Nora Kau of Sadwa says her organisation hears many cases like this.

"It is terribly unfair to dismiss someone when they need help most.

"It is worse when domestic workers are expected to nurse their employers when this is outside their duty."

TEMPORARY

She says employers should make the effort to discuss the situation with laid-up domestic workers and perhaps even agree to stop payment and employ someone else temporarily.

"We desperately need legislation to protect domestic workers. If Mrs Lekoane was a factory worker, for example, she would by law be entitled to sick leave and benefits," says Mrs Kau.

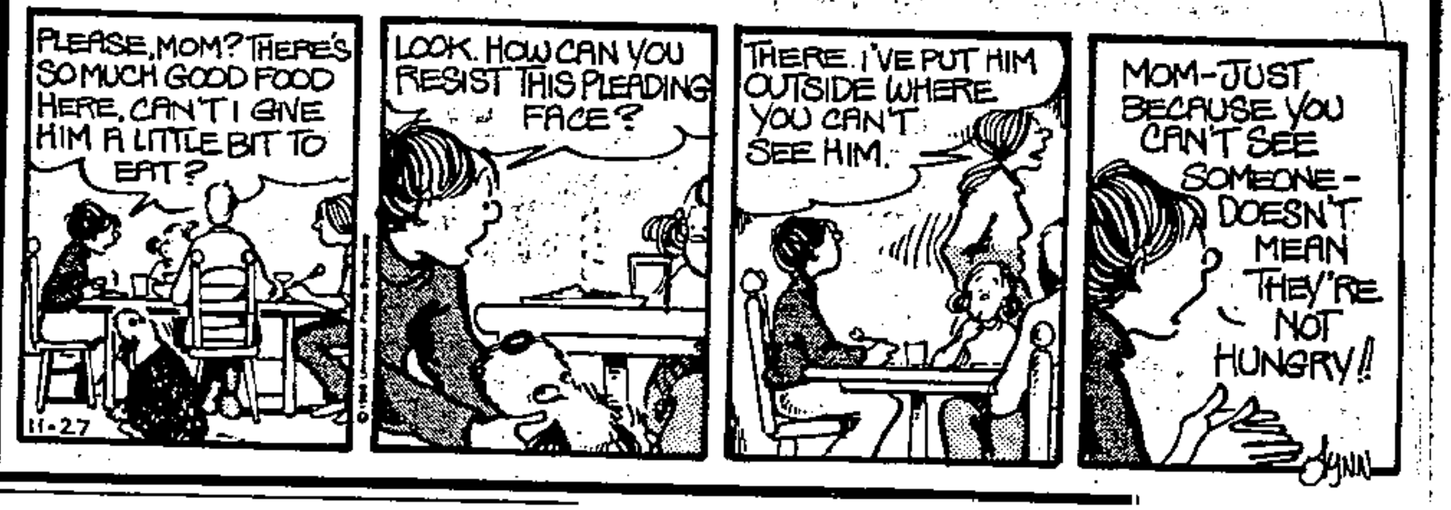
Sadwa is demanding that Mrs Green pay Mrs Lekoane a month's notice pay, two weeks' leave pay and her hospital fees.



Woolly winter

WINTER DESIGNS: Warm winter delights in heavy woollen fabrics recently featured in a fashion show by the Fashion Design and Management College. Black featured strongly in the fashion stakes and mingled with bright and bold primary colours. Flashy gold jewellery glittered among padded shoulders and below-the-knee skirts. The fresh, novel ideas illustrated the young designers interpretation of winter 1987 and were completed at the end of the student's 1986 course.

For Better or For Worse® by Lynn Johnston



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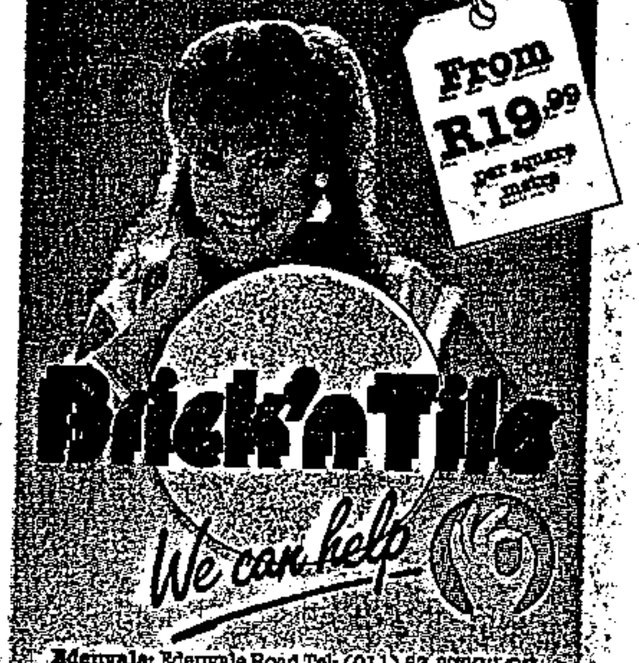

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Two PE women in US for top talks

Eve Post 11/11/82 294

Post Reporter

TWO Port Elizabeth women from the Black Crisis Centre (BCC) and the Domestic Workers Association of South Africa (Dwasa) are in the United States to address an international conference of women on sanctions and disinvestments.

They are Mrs Pat Maqina, Dwasa's secretary-general, and Miss Phakama Vantyi, BCC's director of the baby unit.

The Rev Mzwandile Maqina, BCC's head, said today his wife and Miss Vantyi left last week for Missouri, where the conference is being held.

The conference is being organised by the African-American Labour Centre in Washington, DC.

Mrs Maqina will deliver a paper on the affects of sanctions and disinvestment on South African domestic workers.

"We regard domestics as an important integral part of our working community who have a right to consultations on decisions taken affecting them," Mr Maqina said.

Miss Vantyi would speak on the effects of disinvestment in the Eastern Cape. Her paper would show concern over the pulling out of American motor companies from the region.

"Most jobs for people in the Eastern Cape come from the motor industry, and the economy of the region depends largely on the motor industry."

Mr Maqina said Miss Vantyi and his wife were the only South Africans invited to the conference.



Picture: WILLIE de KLERK, The Argus

DOMESTICS UNITE: Delegates to the inaugural congress of the South African Domestic Workers' Union at the University of Western Cape at the weekend which united 50 000 domestic workers from several organisations in one union.

Union for 50 000 domestics formed

Labour Reporter

A NEW union for about 50 000 domestic workers nationwide has been launched.

Called the South African Domestic Workers' Union, it is an amalgamation of several organisations in major urban centres and is the culmination of nearly two years of talks.

About 500 delegates attended the inaugural congress at the University of the Western Cape at the weekend.

They passed resolutions demanding laws to protect domestics, living wages of R200 a month, pensions, workmen's compensation, unemployment insurance, sick leave and pay, maternity benefits and holiday pay.

The congress closed yesterday with a four-hour indoor rally after permission to hold a rally at the UWC sports stadium was refused.

A Congress of South African Trade Unions (Cosatu) banner was prominently displayed and the union's first president, Ms Violet Motlhasedi, told the rally that the union would "stand up against exploitation under the umbrella of Cosatu".

She said domestic workers were the "most exploited sector and we will have to fight to organise the unorganised.

"As from today we are openly exposed and must expect pressure and harassment."

Ms Florrie de Villiers, general secretary, said there were more than a million domestic workers to be organised.

"For the past 300 years we have carried this land but all this time have not had laws protecting us but are seen as non-people.

"We represent 50 000 members, but the rest still have to be organised."

● A national federation of six unions, cutting across ideological differences and representing about 170 000 workers in the textile, garment and leather industries, has been formed.

It will be known as the South African Federation of Textile, Garment and Leather Workers' Unions.

The unions involved are the Garment Workers' Industrial Union (Natal), National Union of Clothing Workers, Garment Workers' Union of the Western Province, Textile Workers' Industrial Union, National Union of Textile Workers and Transvaal Leather and Allied Workers' Industrial Union.

Domestic workers launch union

Cape Times 1/12/86

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By CLARE HARPER

DOMESTIC workers from across the country converged on the University of the Western Cape at the weekend to launch the 50 000-strong South African Domestic Workers Union (SADWU).

A four-hour rally yesterday ended the weekend conference of the six major domestic worker organizations. Some 500 to 700 delegates attended.

The union represents the culmination of nearly two years of talks between the Cape Town, Johannesurg and Durban regions of the South African Domestic Workers' Association, the East London Domestic Workers' Union, the Port Elizabeth Domestic Workers' Union, and the National Domestic Workers' Union from Durban.

Ms Violet Motlhasedi was elected president for Cape Town, Ms Gertrude Maseluka vice-president and Ms Florence de Villiers general secretary of the all-woman executive.

Major demands of the union are for laws to protect the rights of South Africa's one million domestic workers, a living wage of R200 a month, Unemployment Insurance, Workman's Compensation as well as maternity benefits and sick pay.

In her presidential address, Ms Motlhasedi said "the newly born SADWU will stand up against political and economic exploitation under the umbrella of Cosatu (Congress of South African Trade Unions) ".

"Domestic workers, the most exploited class, shall have to organize and popularize the union where it is not known," she said.

"As from today we are openly opposed to the enemy and must expect pressure and harassment. We must stand together and fight. Our slogan is 'Organize the unorganized, an injury to one is an injury to all", Ms Motlhasedi said.

New domestic workers' union launched

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11/2/86

Mercury Correspondent

JOHANNESBURG—Domestic workers from across the country yesterday converged on the Univeristy of the Western Cape to celebrate the launch of the 50 000-strong South African Domestic Workers Union (Sadwu) at a four-hour rally.

The rally ended a weekend conference of the six major domestic worker organisations and set the seal on the new union.

Between 500 and 700 delegates attended the conference.

The union represents the culmination of nearly two years of talks between the Cape Town, Johannesurg and Durban regions of the South African Domestic Workers' Association (Sadwa), the East London Domestic Workers' Union (Eldwu), the Port Elizabeth Domestic Workers' Union (Pedwu), and the National Domestic Workers' Union (NDWU) from Durban.

Mrs Violet Motlhasedi was elected president, Cape Town's Mrs Gertrude Maseluka vice-president and Mrs Florence de Villiers general secretary.

Major demands of the union are for laws to protect the rights of South Africa's 1 000 000 domestic workers, a living wage of R200 a month, unemployment insurance, workman's compensation, maternity benefits and sick pay.

In her presidential address, Mrs Motlhasedi said: 'The newly-born Sadwu will stand up against political and economic exploitation under the umbrella of Cosatu.

'Domestic workers, the most exploited class, shall have to organise and popularise the union where it is not known,' she said.

village of Malotwana, 50km north of Ga-

Reuter.

Domestics organise

A NEW union for about 50 000 domestic workers nationwide has been launched.

Called the South African Domestic Workers' Union (Sadwu), it is an amalgamation of several organisations in major urban centres and is the culmination of nearly two years of talks.

About 500 delegates attended the inaugural congress at the University of the Western Cape (UWC).

They passed resolutions demanding laws to protect domestics, living wages of R200 a month, pensions, workmen's compensation, unemployment insurance, sick leave and sick pay, maternity benefits and holiday pay.

The congress closed on Sunday with a four-hour indoor rally after permission to hold a rally at the UWC sports stadium was refused.

A Congress of SA Trade Unions (Cosatu) banner was displayed prominently. Sadwu's first president, Violet Motlhasedi, said the union would "stand up against exploitation, under the umbrella of Cosatu".

She said domestic workers were the "most exploited sector and we will have to fight to organise the unorganised. As from today we are openly exposed and must expect pressure and harassment".

Sadwu general-secretary Florrie de Villiers said there were more than a million domestic workers to be organised.

"For the past 300 years we have carried this land, but all this time we have not had laws protecting us," — Sapa.

Berg Drive, Oakdene.
2. ROODEKOP VACANT

50 000 domestics to get union protection

CAPE TOWN — A new union for about 50 000 domestic workers nationwide has been launched.

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BANNER

A Congress of South African Trade Unions (Cosatu) banner was prominently displayed and the union's first president, Mrs Violet Motlhasedi, told the rally the union would "stand up against exploitation under the umbrella of Cosatu".

She said domestic workers were the "most exploited sector and we will have to fight to organise the unorganised".

Miss Florrie de Villiers, general secretary, said there were more than a million domestic workers to be organised.

"For the past 300 years we have carried this land, and all this time have not had laws protecting us but were seen as non-people.

"We represent 50 000 members but the rest still have to be organised." — Sapa.

UNION LAUNCHED FOR DOMESTIC WORKERS

Sowetan 3/12/86

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D/F Argus 6/12/86

LABOUR AFFAIRS

DICK USHER



Focus on the home front

INDUSTRIAL relations have moved from the factory to the home.

The South African Domestic Workers' Union (Sadwu), launched last weekend and claiming a national membership of about 50 000, is to apply for affiliation to the Congress of South African Trade Unions (Cosatu) and will seek international recognition by affiliating to "international bodies that carry the workers' struggle at heart".

The basic demands on working conditions illuminate the lack of basic rights that the vast majority of domestics work under. They seek a minimum wage of R200 a month, unemployment insurance, an 8-hour day and a 40-hour week, workmen's compensation, maternity leave, paid annual leave, sick leave, sick pay and overtime.

Sadwu resolved to fight against unequal and discriminatory treatment of women at work and in society, for the equal right of women and men to paid work in freely chosen employment and the inclusion of domestic and farm workers in labour legislation.

They are also demanding child care and family facilities, full maternity rights, protection of women from all types of exploitation and protection against sexual harassment.

On general living conditions Sadwu demands housing compatible with human dignity, playgrounds, creches and nursery schools, better public transport and abolition of sales tax.

The congress also resolved to establish educational programmes for domestic and farm workers and expose the type of education to which their children are exposed, to develop political awareness among members, establish education co-ordinating committees and to commemorate the important events in South Africa.

May Day should be a paid public holiday and next year should be declared the Year of Domestic Workers.

Sadwu also unequivocally supported sanctions and the National Education Crisis Committee.

"Madams" had better start preparing themselves, and there are probably lucrative possibilities for industrial relations consultants to start running courses on unfair labour practices and unfair dismissal for employers.

FIN MAIL 12/12/86

THOSE WHO SERVE

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The formation last week of the South African Domestic Workers' Union (Sadwu) — and the concomitant demands by delegates to the inaugural congress — highlight much of the agony of an emerging workforce.

The new union is an amalgamation of several organisations in major urban areas and is the product of nearly two years of talks. About 500 delegates attended the inaugural congress at the University of the Western Cape. The organisation currently represents around 50 000 domestic workers countrywide. Sadwu is to affiliate to the Congress of SA Trade Unions (Cosatu). The union's first president is Violet Motlhasedi.

Among the resolutions passed were ones demanding laws to protect domestic servants, a minimum wage of R200 a month, pensions, workmens' compensation, unemployment insurance, sick leave and pay, maternity benefits and holiday pay.

Some of these provisions may be desirable. But whether there is much chance of their being implemented, even supposing the provisions were to be enshrined in law, is quite another story. For if the market cannot bear the additional cost, there will be a substantial loss of domestic jobs and a boom in the sale of labour-saving devices like washing machines.

Another problem would be to convince some domestic servants of the need to forfeit a certain amount of cash income each month as a provision for his or her future. And there will be all sorts of problems when servants want to change jobs.

The nub of the problem is that this is an attempt to impose the strictures of a sophisticated economy on what is essentially still an unstructured, informal form of employment. The domestic servant market provides job opportunities for over a million people. At least that is the estimate of Florrie de Villiers, general secretary of Sadwu.

There is little doubt that if, for instance, employers were compelled to pay a minimum wage of R200 a month as called for by the congress, a large proportion of domestic servants currently employed would find themselves out on the street without any income at all.

The treatment of domestic workers varies enormously, from those who are regarded as extended members of the family, to those offered little incentive to remain for long with one employer. These latter servants are treated with scant regard to human dignity and sometimes very unfairly.

As the business climate improves and domestic workers find better deals in industry, the situation of remaining domestics will improve. The answer is not to impede a general business recovery by attempting to have legal strictures that will distort the wages mechanism in the domestic sector.

If there be benefit to be gained from collective bargaining, then in the case of domestic workers this leverage will, because of the diversity of domestic employers, be small. The best hope of raising domestic wages without destroying too many jobs is through the comparative advantages of alternative employment.

STATE
294 13/12/86.

The Star Saturday December 13 1986

Violet fights for all domestic workers

Employers need to be re-educated, says head of union

Mrs Violet Motlhasedi's slim shoulders look barely strong enough to carry the burden of presidency of the new 50 000-strong SA Domestic Workers' Union (Sadwu).

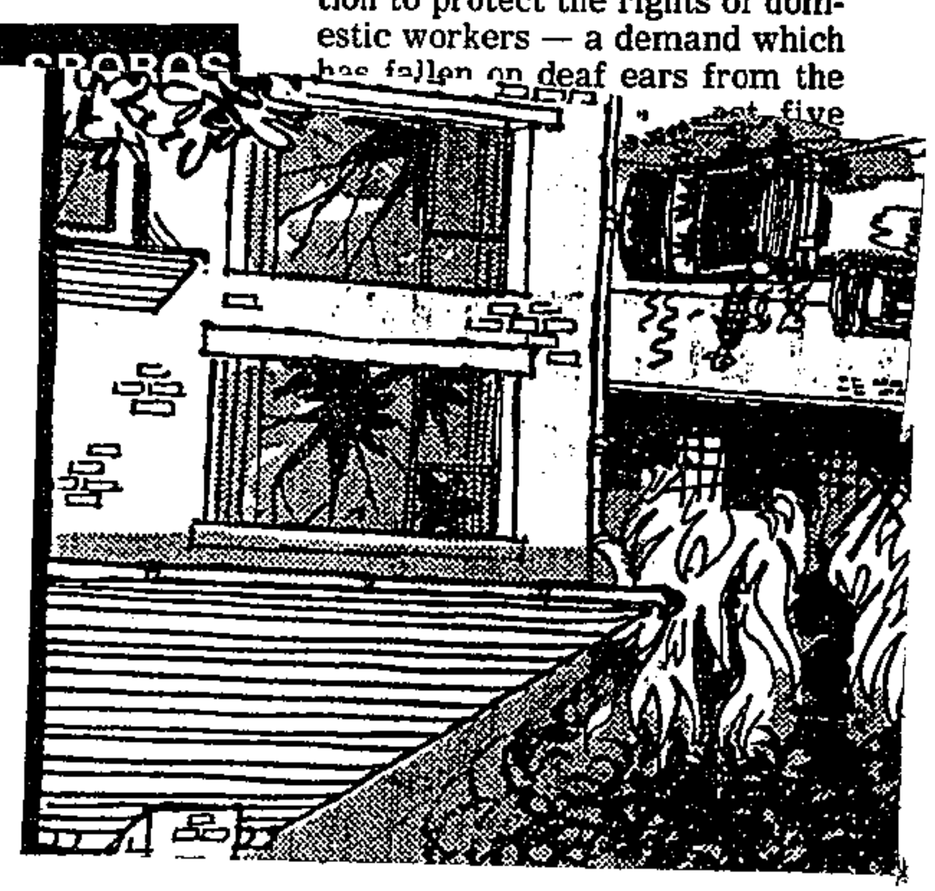
Or the daunting task of uniting this country's one million domestic workers, whose unique worker situation makes them notoriously difficult to organise.

But her slender appearance belies a strong commitment to trade unionism and a will to eradicate the exploitation of the most vulnerable worker group in

wage, should pay for the time they can afford, and free the worker to seek part-time employment to supplement her income, she says.

Employers have nothing to fear from the union if they treat their workers fairly. If they do not, Sadwu has plans of action despite the fact that the isolated working situation makes redressing of grievances difficult.

Sadwu will press for legislation to protect the rights of domestic workers — a demand which has fallen on deaf ears from the [illegible] five





DAVID BRAUN

US-SA tiff won't stop at slanging

Relations between South Africa and its largest trading partner reached new levels of acrimony this week.



VIOLET MOTLHASEDI . . . "I used to hate being a domestic worker."

● Photgraph: Ruphin Coudyzer.

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DD 23/12/86

Domestic workers wanting a living wage

294

Dispatch Reporter

GRAHAMSTOWN — Substitute a living wage for "two front teeth" and that is probably all that Grahamstown's domestic workers want for Christmas.

In the town's largely matriarchal society this should be in excess of R300 a month. Yet a "good average wage" is probably about R150, with some being paid as poorly as R40 a month, according to Grahamstown Advice Office (GAO) workers.

It was the late Dr Marjorie McKerron who identified the dilemma of domestic workers and their employers in Grahamstown.

She was the founder convener of the Grahamstown Area Distress Relief Association's school feeding scheme which she ran unaided and unpaid for a number of years.

Early in the 1970s she said a railwayman's wife told her: "I pay my domestic R14 a month. I give her two loaves of bread a day but that is all I can afford."

"In the Grahamstown situation, where unemployment is rife, does one read the riot act or accept that something is better than nothing?" asked Dr McKerron.

Shortly before, in 1970, the Grahamstown branch of the South African Institute of Race Relations commissioned a survey on Fingo Village which revealed that 40 per cent of households were headed by women.

"The situation has not changed today and would probably pertain throughout the black townships," said a GAO worker.

Little work, other than domestic, is available for women here and it is accepted that these household heads are usually entirely dependent on their wages to support their families.

The Race Relations survey also revealed that the majority of households numbered between three and five (48 per cent) and six and eight persons (40 per cent.)

A check against the University of Port Elizabeth (UPE) Institute for Planning Research's household subsistence level figures for blacks would indicate a household head would now require more than R300 in cash each month to feed a family of six.

UPE does not include Grahamstown in the biannual surveys. Nor does this figure include rent, clothing, cleaning materials, transport, education and other necessities.

"Accurate figures are difficult to come by. People are cagey and, of course, there are perks in the form of take-home rations, meals and uniforms," said the GAO.

The minimum monthly diet listed by UPE includes skimmed milk powder, meat, fish, eggs, cheese, fresh vegetables and fruit, margarine, oil, brown bread, mealie meal, samp, sugar, jam, tea, coffee, salt and spices.

Their tables indicate the minimum quantity in grams required by adults and children of different ages.

A snap survey of Grahamstown supermarkets and information from black householders indicated that the minimum figure required by household heads to feed a family of six was R301,36, which is conservative by standards in other cities.

At the top end is Springs, with a household subsistence level of R396,51 while Pietermaritzburg (R346,49) is the cheapest of the larger urban centres, according to the October survey.

Grahamstown blacks spend most on samp and mealie meal (R38,30). The next biggest bites are fresh fruit and vegetables (R31,81), dried beans (R21,27), brown bread (R21,84) and skimmed milk powder (R20,81).

The minimum meat requirements (750 g per adult a month) will cost R15,40. The cheapest protein input is eggs — 1 200 grams or about 30 medium eggs per household a month.

Grahamstown is regarded as a caring community. Many people say they do not require full-time help in the house and could manage with a char two to three days a week.

However, while unemployment increases — there is no source for accurate unemployment figures.

Unions in the kitchens: domestics join forces

By MOIRA LEVY
Cape Town

SOUTH AFRICA's one million domestic workers, for long considered the most vulnerable and exploited stratum in the labour force, are joining forces.

The 50 000-strong South African Domestic Workers Union (Sadwu), made up of six major domestic worker organisations from throughout the country, will be launched in Cape Town this weekend.

It is the culmination of almost two years of talks between the East London Domestic Workers Union, the Port Elizabeth Domestic Workers Union, the National Domestic Workers Union from Durban, and the Cape Town, Johannesburg and Durban regions of the South African Domestic Workers Association.

Top of the list of their demands is laws to protect their rights, and the union sees the 660 000 domestics who are not unionised as a major challenge.

Other demands include maternity benefits, a minimum wage, holiday and sick pay, and overtime.

Unprotected by law, domestics are excluded from the provisions of the Unemployment Insurance Fund and workmen's compensation.

Sadwu will be more than a union, says Florence de Villiers of the Cape Town Domestic Workers Association, one of the key movers behind the merger.

The emphasis is on worker advice — there will be a health wing especially concerned with womens' problems — and worker education.

One of the union's chief priorities is the provision of training in skills to women who do not want to remain forever in the *cul de sac* of domestic service, De Villiers said.

For her it is only the "beginning of a long journey". She said she was finally seeing a dream come true.

It began in 1980 with letters to the domestic worker associations in the country urging them to unite.

That unity bid failed, but De Villiers persisted and last February the parties finally came together at the first of a series of eight unity talks.

This weekend's meeting sets the seal on the new union.

High on the agenda will be the proposed affiliation to the Congress of South African Trade Unions (Cosatu).

If it goes ahead, and no hitches are expected, Sadwu will bring into Cosatu a significant chunk of the unionised domestic labour force.

Only two domestic worker bodies remain outside the merger, said De Villiers. The Black Domestic Workers Union in the Transvaal, and the Domestic Workers Association of South Africa (Dwasa) in Port Elizabeth withdrew from the unity talks over the question of affiliation to Cosatu.

Otherwise the unity talks were uneventful, De Villiers said. "Everyone clicked right away."

A breakway from Dwasa, the Port Elizabeth Domestic Workers Union, participated in the merger after the association decided "to go it alone".

She said the idea of a merger was mooted long before Cosatu's "one union in every industry" slogan became popular.

Although Inkatha's United Workers Union of South Africa (Uwusa) is said to be organising domestics, she said, there has been consensus from the start among the major domestic worker groupings that there was an urgent need for a single, united body.

"You find yourself in a situation where women are being exploited. As a woman you become involved because you come from the same situation.

"And the more involved you get the more you know you are moving along the right path."

And De Villiers should know.

Once a domestic worker, she turned to trade unionism after working for a year for the Christian Institute in the squatter camps of Kraaifontein and Unibell.

That gave her a taste of suffering that she never forgot. "I knew then that I had to work for the people."

It was not an easy task.

Domestic workers are said to be notoriously difficult to organise.

Unprotected by law, in many cases totally dependant on their employers for shelter and food they often, in the words of De Villiers, simply "have no alternative. They are controlled by their employers".

But she has not come across any workers "who are unwilling to be organised, although there is a lot of fear involved", she said.

Her offices have long doubled as an advice service. Domestics pour in with their complaints and problems, usually about wages and firings without notice or notice pay, she said.

But the domestic workers' most common grievance, she says, is their "complete breakdown in family relationships".

Often living away from their homes, caring for other people's children, means they have no time to see their own families.

~~SECTOR~~

SERVICE SECTOR — DOMESTIC WORKERS

1987

JANUARY — DECEMBER.

MP's worker stole for food

294 ARGUS 23/11/87 ZOOM

Tygerberg Bureau

A GARDENER employed by Mr Myburgh Streicher, MP for De Kuilen and Deputy-Minister of Transport Services, was today fined R200 (or two months) by a Bellville magistrate for stealing copper cable from his employer's garden.

Denver Brand, 26, of Oval Street, Beacon Valley, Mitchell's Plain, pleaded guilty to a charge of stealing the cable on January 20.

He told Bellville magistrate Mr P J Venter he took the cable, which was among some bushes in the garden, and sold it for R25 "to buy a train ticket and food for my five children".

Brand returned the cable, valued at R200, to the Durbanville policeman who investigated the theft.

Brand said his income as a gardener was R322, "on which my family cannot make it".

He had no previous convictions.

tions had been granted as at the latest specified date for which figures are available;

(2) whether the figures in respect of each such area represent an increase or decrease in comparison with the relevant figures for 1985?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

	(1) *(a)* (i)	(ii)	*(b)*	(2)
Northern Cape	276	0	276	decrease
Western Cape	1 106	0	11 106	increase
Eastern Cape	3 875	0	3 875	increase
Natalia	158	0	97	increase
Southern Orange Free State	1 514	0	1 482	increase
Orange Vaal	1 356	0	1 356	increase
Central Transvaal	1 276	0	681	decrease
Northern Transvaal	115	0	115	increase
Western Transvaal	370	0	363	increase
Highveld	3 199	32	2 769	increase
East Rand	5 345	0	5 345	increase
West Rand	8 151	0	8 151	increase

National Manpower Commission

327. Mr E K MOORCROFT asked the Minister of Manpower:

(1) Whether, with reference to his reply to Question No 1043 on 30 May 1986, consultations concerning the report of the National Manpower Commission on the working conditions of farm and domestic workers have now been completed; if not, *(a)* why not and *(b)* what remains to be done to complete this investigation; if so, (i) when and (ii) what organisations and persons were consulted in this regard;

(2) whether the report has been released; if so, when; if not, *(a)* why not and *(b)* when will it be released;

(3) whether any action affecting the working conditions of farm and domestic workers is to be taken as a result of the findings of this Commission; if not, why not; if so, *(a)* what specified action and *(b)* when?

The MINISTER OF MANPOWER:

(1) No.

(a) Because intensive and wide ranging consultation with organised agriculture at various levels and in different regions is necessary on account of the great diversity in farming activities and practices.

(b) Further consultation is necessary in order to elicit the reactions and viewpoints of agriculture at national, provincial and district levels.

(i) and (ii) Fall away.

(2) No.

(a) Owing to ongoing sensitive consultations and negotiations.

(b) Release will be considered after consultations and negotiations have been completed.

(3) Actions to be taken will depend on the outcome of the negotiations.

(a) and *(b)* Fall away.

First/third-class passengers

328. Mr A SAVAGE asked the Minister of Transport Affairs:

What was the total number of *(a)* first and *(b)* third-class passengers transported by the rail services of the South African Transport Services in each of the four main metropolitan areas of the Republic in the 1985-86 financial year?

The MINISTER OF TRANSPORT AFFAIRS:

	(a)	*(b)*
Cape Town	41 285 218	123 165 623
Johannesburg	39 705 185	222 675 028
Durban	4 409 685	106 326 837
Pretoria	3 592 807	83 940 157

Loss

329. Mr A SAVAGE asked the Minister of Transport Affairs:

Whether the South African Transport Services made a profit or sustained a loss on rail commuter services in the 1985-86 financial year; if so, *(a)* what was the amount of such profit or loss and *(b)* (i) in which areas and (ii) in respect of which services was the profit or loss the highest?

The MINISTER OF TRANSPORT AFFAIRS:

A loss was sustained.

(a) R546 million.

(b) (i) All areas.

(ii) Third class.

Unemployed persons

330. Mr P H P GASTROW asked the Minister of Manpower:

How many White. Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER:

	Whites	Coloureds	Asians
Bloemfontein	1 523	627	—
Cape Town	4 156	16 035	36
Durban	4 635	2 519	11 465
East London	706	1 098	31
George	395	1 430	—
Johannesburg	10 292	3 762	871
Kimberley	262	1 194	10
Port Elizabeth	1 894	4 780	72
Pretoria	2 328	303	54
Total:	26 191	31 748	12 539

Note: These figures are as at 31 December 1986.

Firearm licences

332. Mr K M ANDREW asked the Minister of Law and Order:

(1) Whether the requirements for obtaining a firearm licence are identical for members of all race groups: if not, *(a)* why not and *(b)* what are the points of difference;

(2) whether any applicants for firearm licences are required to pass a test or demontrate their skill in some other way; if not, why not; if so, *(a)* what is the nature of the test or demonstration required and *(b)* since when has this procedure been followed;

(3) whether any such test or demonstration is uniformly applied; if not, *(a)* why not and *(b)* what are the variations applicable in respect of (i) the age of the applicant, (ii) the race of the applicant, (iii) the geographical area and (iv) any other specified aspects of the test or demonstration required?

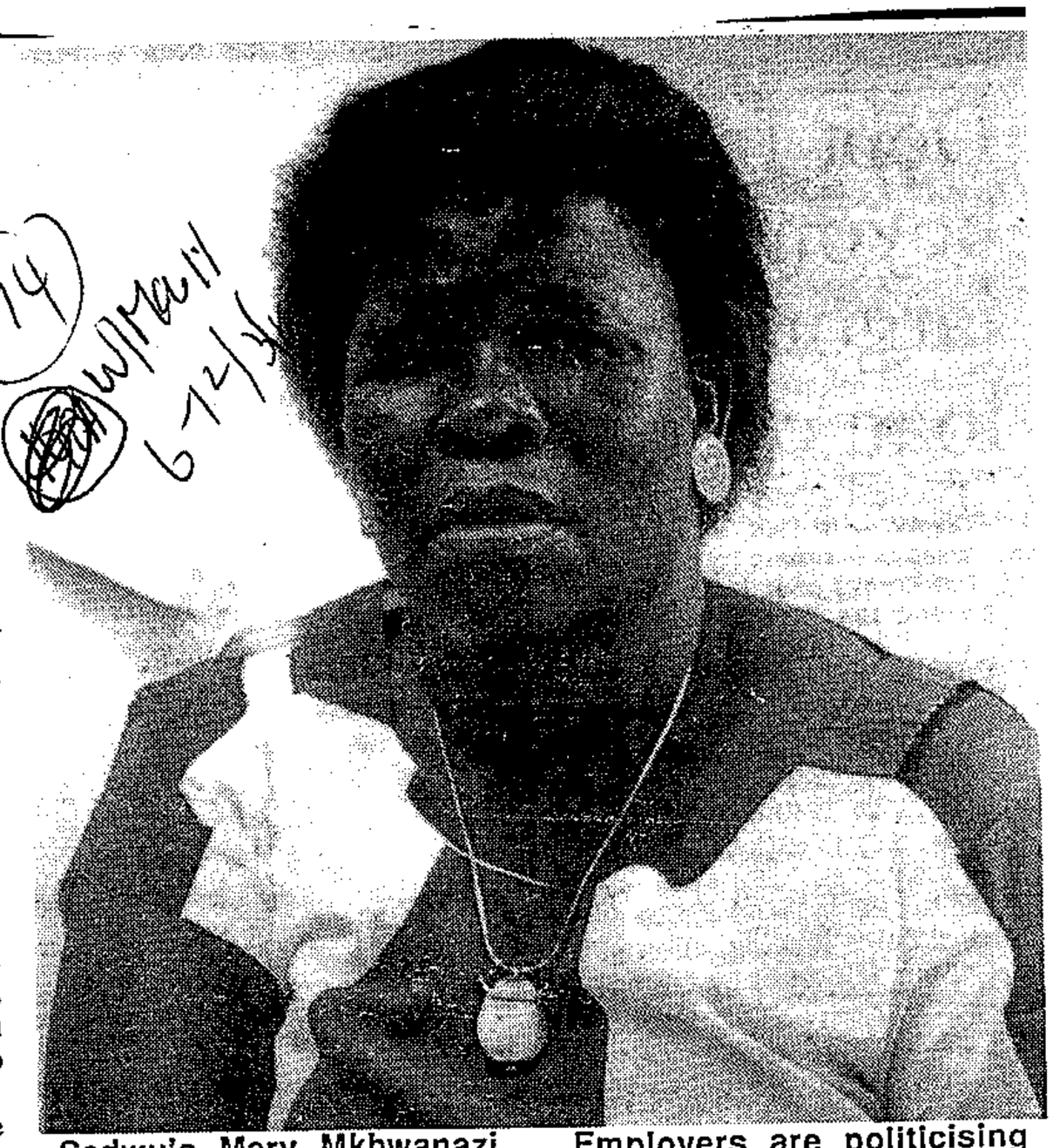
The MINISTER OF LAW AND ORDER:

(1) Yes. *(a)* and *(b)* Fall away.

(2) No, formal testing or demontration is required at this stage.

Ask Winnie Mandela, say the 'madams'

But lately, the maids have been asking Mary



Sadwu's Mary Mkhwanazi ... Employers are politicising their domestic staff.
Picture: CARMEL RICKARD

CARMEL RICKARD talks to Europe-bound Mary Mkwanazi of the Domestic Workers Union

IT only takes a minute to tell that Mary Mkhwanazi's passion for the plight of domestic workers is rooted in her own experience.

It's an experience Mkhwanazi, Natal regional organiser of the South African Domestic Workers Union, will be sharing with audiences in Germany during a three month trip starting this week.

She says her message will be that the South African government and employers must meet domestic workers' basic demands if a national domestic worker protest is to be avoided.

On the list of demands is a "living wage" of R220 a month, sick pay, sick leave and maternity benefits.

"Only about three percent of the country's domestic workers earn this wage. The usual figure is closer to R100, and many employers get really hostile when they are challenged about working and pay conditions."

For example, the South African Domestic Workers Association (forerunner of the present union), sent out questionnaires to employers about their attitudes to standards laid down by Sadwa.

The latest reply, which arrived this week, will be going with Mkhwanazi to Germany, to illustrate what domestic workers are up against.

Sadwa suggested that domestics should be provided with "adequately ventilated living quarters".

Response from the unknown employer: "Most servants sleep with all their windows shut and a blanket over their head."

Next to the wage suggestions the comment, "ridiculous" and "live-in servants' food is provided by employers, so increased costs do not affect servants".

"This is the kind of attitude which dehumanises and undermines us," Mkhwanazi said.

"The same employers who think a living wage is 'ridiculous' have two or three cars and a big swimming pool.

"It's obvious such employers don't realise we are part of a wider community with responsibilities for families which we have to cram into our so-called afternoon off."

She will also be telling her German audience of other resolutions taken by domestic workers at their congress: a call for the troops to leave the townships, for an end to the State of Emergency, for the unbanning of banned organisations and the release of political prisoners.

"It is quite natural that domestic workers should include this kind of 'political' resolution," she said. "I wonder whether employers realise their black worker is the same mother whose child is shot in the township and who has to wash the blood off the uniform when she gets home at night."

Mkhwanazi says it's ironic that many employers are increasingly responsible for the politicisation of their domestic staff.

"They come and tell us their madams said they must 'go to Winnie Mandela to complain'. So they ask us who she is, and we start to tell them. We are very grateful for the introduction these employers are giving."

But if employers are dragging their feet about improved relations with their domestic staff, she believes the government shares the blame.

Six years after the Manpower Commission was set up to hear evidence and make recommendations about legislation for domestic and farm workers, no word has yet been heard.

In 1985 the Minister wrote to Sadwa saying the commission had completed its work and that a report should be ready for consideration by the end of April that year.

Mkhwanazi says she fears the delay means bad news for domestics, but her union will go on pushing for the results "because white South Africans do nothing unless the law orders them to do it".

Her own experience of confronting employers over unfair employment practices ran through her life as a maid. Highlights of those years in domestic work were the occasions when she stood up for herself or her fellow workers, confronting employers if they underpaid a less educated fellow domestic, or made their staff work under really appalling conditions.

Recalling these incidents she still gets angry, though she tells them with the flair of a born story-teller.

Like the time she started working for a woman in whose house the domestic worker had always to put the laundry in the washing-machine and then finish the housework completely before hanging the clothes out to dry, even though the washing was ready well before the house chores were done.

"On this day — it was my first day with her — I saw it was threatening to rain. So when the wash cycle was finished I interrupted the housework, to hang the stuff on the line so that it would be at least partly dry before the rain came.

"She saw what I was doing and asked an explanation. I said, 'I thought ...' but before I could go on she interrupted and said 'Who told you to think in this house? That's not your job.'

"She made me take the stuff off the line and put it back in the machine, finish the housework and then hang it up.

"It was my first and last day in her employment."

Violence is waning — SAIRR

B/Day 6/3/87

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Business Day Reporter

POLITICAL violence is on the wane says the South African Institute of Race Relations (SAIRR).

It said in Johannesburg yesterday that the unrest had claimed 2 387 lives over the last 30 months, but actual fatalities in recent months could be higher, since emergency regulations made information difficult to obtain.

The SAIRR said 21 people had died in February, compared with a revised figure of 40 for the previous month (January 1987), which was the second lowest monthly figure since January 1985.

Average daily fatalities during the last six months slightly exceeded one a day compared with more than five a day over the preceding six-month period.

The SAIRR also noted that conflict within black communities had replaced security force action as the main cause of fatalities.

The number of deaths during each six-month period since September 1984:

- 188 (September 1984 to February 1985);
- 492 (March 1985 to August 1985);
- 565 (September 1985 to February 1986);
- 955 (March 1986 to August 1986);
- 187 (September 1986 to February).

Domestic workers 'should negotiate pension funds'

By Sandra Laurence

Domestic workers should start negotiating pension funds with their employers, says Mrs Violet Motlhasedi, president of the South African Domestic Workers' Union.

Mrs Motlhasedi was commenting on a new pension scheme for domestic employees, the "For You" assurance plan, launched recently by a major insurance company.

Few employers bother to make provision for domestic workers' retirement and the workers themselves are uneducated about the availability of such schemes, as well as their rights to such provision and protection, Mrs Motlhasedi says.



WORKING FOR A FUTURE: domestic workers are entitled to retirement benefits, though few employers do anything to give them such protection.

PORTABLE BENEFITS

"It is up to the employee to suggest a pension scheme of some sort with his or her employer," she says.

A consultant for the new fund, Mr John Burnett, says the chief benefit is that continued membership of the scheme is not dependent on a member's association with a particular employer; benefits are portable and can, theoretically, be transferred when employment is taken up elsewhere.

The premiums rise automatically on the first of March annually by the same amount as the consumer price index of the previous year to take account of inflation; on return members receive a lump sum equal to the contribution made on their behalf, together with full benefits of all contributions plus all the investment profits should employment be terminated due to job change, death, disability normal retirement or redundancy.

FLEXIBLE SCHEME

"The scheme is flexible," says Mr Burnett. "Contributions must obviously be linked to income earned. Employers can make up what they see as a shortfall with a lump sum injection or can temporarily reduce payments if they are struggling financially themselves."

The advantage, he says, is that this type of scheme is part of the managed portfolio of a large financial institution and an employer will not be taking the chances that would be taken, for instance, on the stock market.

The fund also has a R5 000 life assurance benefit for all members for which no medical evidence is necessary.

Other funds have limitations on withdrawal benefits before a member reaches retirement age, Mr Burnett adds.

An independent insurance broker sees the "For You" scheme as a "definite plus because it makes employers aware".

"There is no such thing as an ideal scheme, but what I would like to see is some sort of education for the employer. The success of this scheme depends on a new employer who may not be prepared to maintain the service and then its efficiency falls away."

PROPOSAL

The broker said domestic workers tended to change jobs fairly frequently and that, in his experience, "benefits were often spent immediately and frivolously instead of providing a small pension as intended".

"For years I've been advising employers to take out unit trusts," he says.

He proposed the following scheme:

- Up to 2 years service — no benefit.
- 2-5 years service — 20 percent of contributions.
- 5-7 years service — 40 percent of contributions.
- 7-10 years service — 50 percent of contributions.
- Over 10 years service — full vesting, ie: 100 percent of contributions.

"Obviously one can fiddle around with this idea depending on the circumstances, but the advantage here is that a percentage is left in the fund as a core for the next employee. The employee who is leaving receives the percentage he deserves.

"With the 'For You' scheme, the employee gets the full sum of contributions and that is not necessarily fair."

As in all financial plans there are pros and cons for both alternatives, but perhaps the last word lies with a broker whose view is that "in the final analysis, it does not really matter which of these alternatives you use as long as you make some sort of provision for your domestic employee on retirement. It is an area of assurance in which the South African public is vastly under-educated".

294 (287) Star 14/3/87

Rates for domestic workers

Bureau sets wage guide

The minimum recommended wage for full-time domestic workers in the Pretoria area is R150 a month.

But domestic workers with special skills or responsibilities such as cooking, or tending children and invalids should be earning at least R200 a month.

These are the latest recommended minima set by the Citizens' Advice Bureau at the end of 1986.

"They are only guidelines," a spokesman stressed, "and if you cannot afford to pay a full-time maid this amount you should consider employing someone on a part-time basis."

The recommended part-time rates for a relatively unskilled domestic worker or gardener were R2 an hour or R16 a day, and for those with skills, the recommended wage was R2,50 an hour or R18 a day.

Babysitting and overtime should be paid at the rate of R2,50 an hour and all full-day workers should receive breakfast and a nourishing midday meal from their employers.

A further suggestion from the bureau was that living out domestic workers be paid transport expenses, and that those who live-in be provided with working clothes and work a maximum of a 44-hour week. They should get three meals a day.

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English-speakers paying domestics higher salaries

Staff Reporter

AVERAGE wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers to a low of R59 in rural Afrikaans-speaking areas, a nationwide poll has found.

The poll was conducted by the Markinor Group in 800 white households.

They found that the average monthly income of full-time domestics had increased from R52 to R98 in the past few years.

The minimum wage demanded by the South African Domestic Workers Asssociation (Sadwa) is R150 a month for semi-skilled workers and R200 a month for skilled workers.

PART-TIME

Since 1982, there has been a decrease in employment of full-time domestic staff and a switch to part-time staff, the poll found.

The average monthly income of domestic servants was higher in the cities than in rural areas.

The poll showed the average income for domestic workers in Cape Town was R80, compared with R110 in the Transvaal, R50 in the Eastern Cape and R100 in Natal.

English-speaking employers were more generous than Afrikaans-speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were "inhuman and unjust".

"Employers don't see their workers as human beings who have families to support."

SICK PAY

She said that some members reported that their employer's children were given R100 pocket money a month.

"Yet these same people expect their workers to feed their families on the same money."

Because domestic workers were excluded from the Labour Relations Act, there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

"If most employers were faced with the hardships their employees face they wouldn't be able to survive. They could never face the challenges their workersoface," Mrs de Villiers said.

More working part-time but. . .

Domestic pay rates doubled



Own Correspondent

CAPE TOWN — Wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers down to R59 in rural Afrikaans-speaking areas, a nationwide poll has found.

The Markinor poll covered 800 white households in February and found the average monthly income of full-time domestics had increased from R52 to R98 in the past few years.

More part-timers

The minimum wage demanded by the South African Domestic Workers' Asssociation (Sadwa) is R150 a month for semi-skilled workers and R200 per month for skilled workers.

Since 1982 there has been a decrease in employment of full-time domestic staff (41 percent to 37 percent) and a switch to part-time staff (40 percent to 47 percent), the poll found.

The average income of domestics was higher in cities.

The poll showed the average income for domestic workers in Cape Town was R80, in the Transvaal R110, in the Eastern Cape R50 and in Natal R100. English-speakers were more generous than Afrikaans-speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were inhuman and unjust: "Employers don't see their workers as human beings who have families to support."

She said some employers' children were given R100 pocket money a month "yet these same people expect their workers to feed their families on the same money".

Because domestic workers were excluded from the Labour Relations Act there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

"If most employers were faced with the hardships their employees face they wouldn't be able to survive. They could never face the challenges their workers face," Mrs de Villiers said.

Wages are 'inhuman and unjust'

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Sowetan 15/4/83

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"If most employers were faced with the hardships their employees face, they wouldn't be able to survive. They could never face the challenges their workers face," Mrs de Villiers said.

Still plenty of domestics in SA

CONTRARY to popular belief, the past five years have not shown a reduction in the proportion of white homes with domestic or gardening help.

This is the finding of a poll recently carried out by the Markinor Research Group among 800 white households throughout South Africa.

Since 1982, however, there has been a decrease in employment of full-time domestic staff (from 41 percent to 37 percent of white households) and a switch to using part-timers (up from 40 percent to 47 percent). About one household in eight still employs both a full-time and a part-time servant.

The average monthly income of full-time servants has increased from R52 to R98 in 1987 – an increase of 88 percent. In the same period, the cost of living index rose by 73 percent.

"The result," commented Markinor managing director Nick Green, "is that servants are now slightly better off than they were five years ago."

There are large differences both in the incidence and remuneration of full-time servants within different segments of the population.

Both English and Afrikaans-speaking upper-income households have a similar level of employment of servants, but incidence of servants is higher in upper-income rural than in upper-income city households.

Among the lower income groups, Afrikaans homes are more likely to have a full-time servant, and again level of employment is higher in low-income rural homes.

The average monthly income of full-time servants is higher in the cities than in the rural areas. "In all cases," commented Green, "employers with higher incomes pay their servants more, and also English-speaking employers are more generous than their Afrikaans counterparts."

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Thefts by servants excluded from cover

By MAGGIE ROWLEY

THEFTS initiated by domestic workers will be excluded from cover by Santam, the country's largest short-term insurer, in a major clampdown on policy holders.

Mr Jack McLachlan, deputy general manager, said today there had been an increasing number of thefts initiated by domestic workers, particularly in the Pretoria, Witwatersand, Vereeniging area, in the past 12 months and the company had been forced to introduce new restrictions.

All new policy holders in this high risk area were automatically being excluded full cover for such thefts and long-standing policies were being reassessed.

Policies were being written with restrictive clauses limiting the amount an insured person could claim in such instances to between R200 and R500.

ASSESSED ON MERIT

The incidence of thefts initated by domestics was not as alarming in the Western Cape and as a result policy holders were not automatically excluded cover. Each case was assessed on merit, he said.

"If a policy holder claims for a theft initiated by a domestic worker we will access the claims history of that person, and if necessary, we will introduce a restrictive clause in their policy."

Mr McLachlan said the move was to encourage policy holders to take better precautions when employing house help.

"You find some people employ servants straight off the street without bothering about references.

"They go off to work giving employees the run of the house, putting temptation in their way. They then come back and find the domestic worker and half their possessions gone."

In the latest issue of Focus, Santam's newsletter for brokers and agents, Mr Piet Bester, senior manager (underwriting), said rough criticism levelled against the insurance industry for insisting on the installation of anti-theft devices or for cancelling some policies was completely unjustified.

Each branch kept statistics of burglaries and thefts in its region and could pinpoint the risk potential of its area and even indicate which the worst and best streets were, he said.

"When it becomes clear that an above average number of claims are coming from a given area, steps are taken to correct the position.

"As far as burglaries are concerned the urban areas are the worst and incidence of burglary is greater in those suburbs which adjoin black areas in which unemployment is high."

He said the entire country had been ranked according to risk and Johannesburg fell into Risk Area 0 — the worst of all.

Next, in Risk Area 1, were places such as Krugersdorp and other Reef towns, while Pretoria was in Risk Area 2. Cape Town, Durban and Port Elizabeth fell into Risk Area 3, Bloemfontein in Risk Area 5 while towns such as De Doorns and Kleinmond, were nearer the bottom of the list but still ranking in Area 7.

Other clampdowns introduced by Santam include:

- All houses in Johannesburg and Pretoria must be burglar-barred before an insurance policy will be issued.
- Identification marks such as registration number or chassis number on all windows of insured cars in Johannesburg. In addition, all new policy-holders in Johannesburg have to have anti-theft devices in their cars.

Mr Bester said the company had also put a reverse no-claim bonus system into operation with premiums being loaded with the first claim.

The company then looked at the cause of the claim. For example, was the teenage son the driver at the time of the accidents, giving rise to three successive claims? If so, that particular driver would be excluded from policy cover.

Next would come larger excesses and if claims still continued at an unacceptably high rate, the company would cancel the policy, he said.

Hundreds queue — but no jobs

By JIMMY MATYU

HUNDREDS of jobless men flocked to North End, Port Elizabeth, today after hearing that jobs were being allocated in connection with the Mossel Bay oilfield.

They packed the backyard of Court Chambers in North End while others queued on the pavement and in corridors to apply at the Black Crisis Centre for jobs.

There have been similar queues in the past two weeks.

At one stage tempers flared among work-seekers.

But no jobs are yet available — and the Crisis Centre denied today it had ever suggested there were.

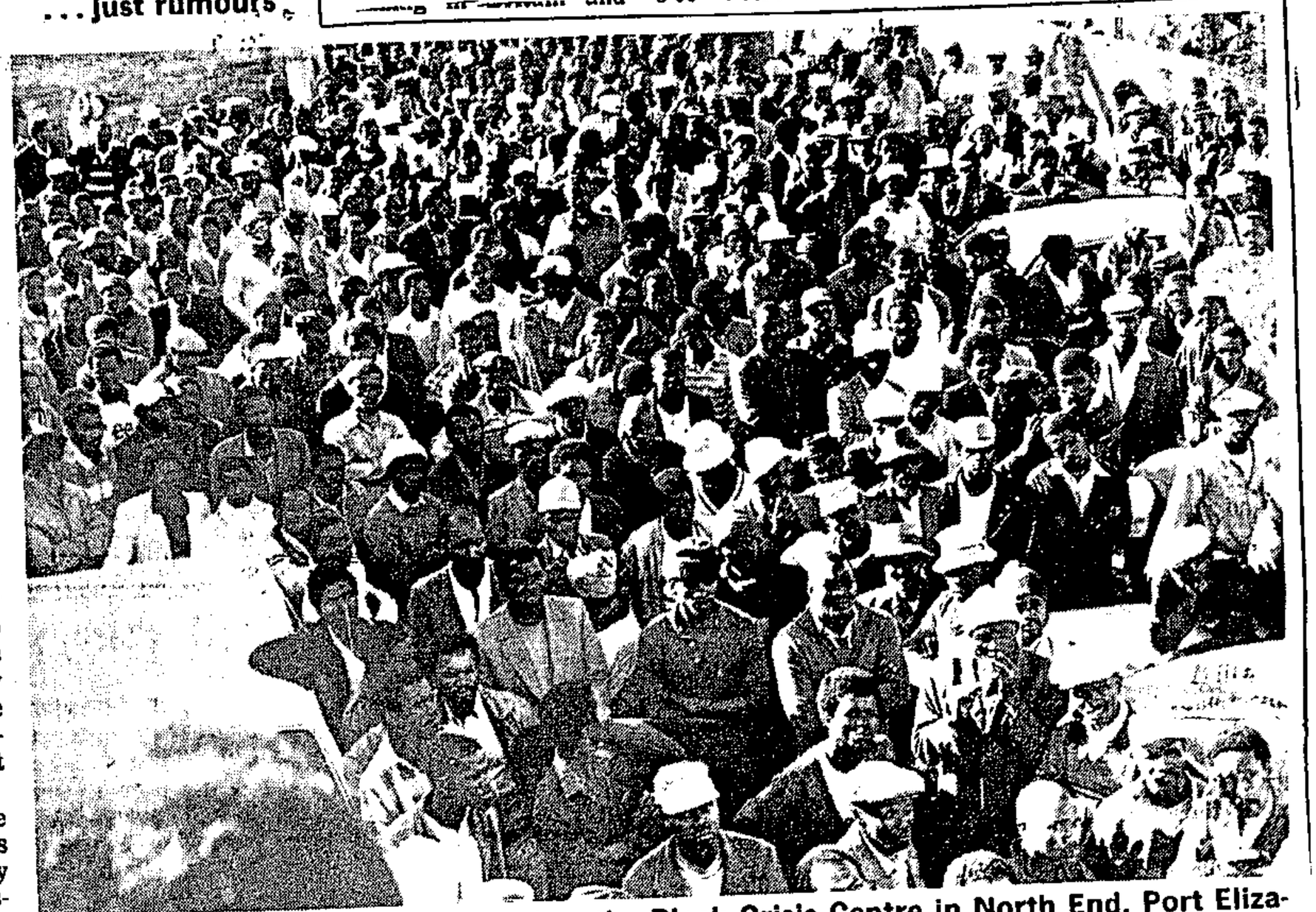
The Crisis Centre started an employment agency last year as a joint venture with the Domestic Workers' Association of South Africa (Dwasa).

The Rev Mzwandile Maqina, director of the centre, denied that they had made promises to people to acquire jobs for them at Mossel Bay or that they were recruiting people to become law enforcement officers.

"We know where these mischievous rumours emanate from and they are intended to discredit us. I explained all this to the people outside," he said.



Rev M Maqina ... just rumours



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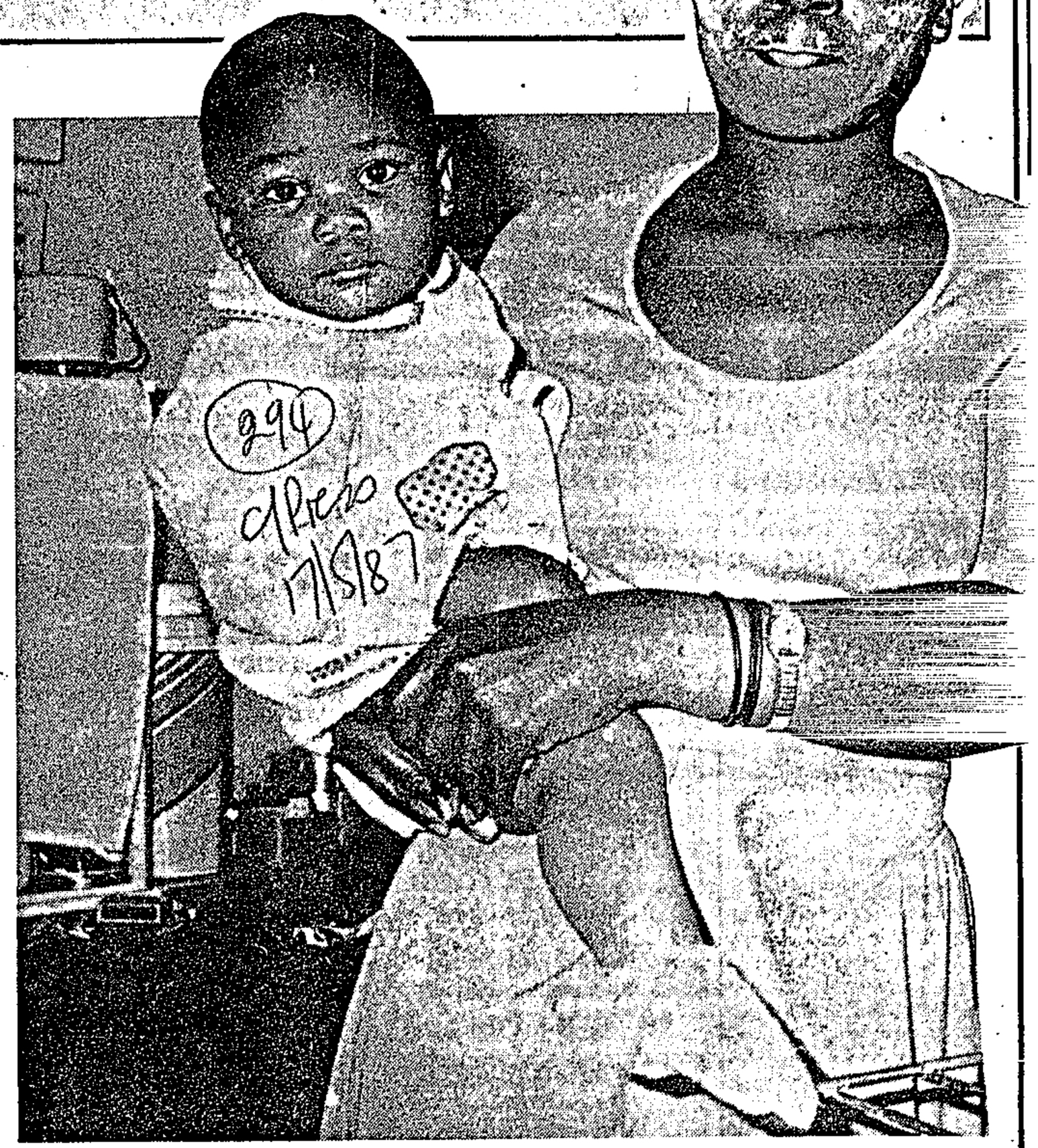
'Kaffir' talk claim gets worker fired



Germina Mollo with Patricia. She claims the baby's dummy was smeared with pepper by her employer's son. **Pic: Andries Mcineka**

A DOMESTIC worker was sacked from her job – after 11 years' service – because she allegedly tried to teach white children a "kaffir" language.

To make matters worse, Germina Mollo, 36, claims that her employer's eldest son, Leon, assaulted her and smeared her 10-month-old baby's dummy with pepper.

Mollo's good intentions have now left her jobless and bitter.

She claimed that the Coetzee family of Alberton did not take kindly to her teaching their children a Zulu language. They told her that their two children had no business learning a "stupid and nonsense kaffir" language.

Mollo's sin, it would appear, was that she was trying to teach the children Zulu from the TV program *Siyafunda*.

Siyafunda is a Zulu program designed for non-blacks who are interested in learning the language.

Relating the sad story of her dismissal, Mollo said:

"I was three months pregnant and my 'madam', Rina Coetzee, had asked me to sleep in because she and her husband had a supper appointment.

"The Coetzee daughters – aged 11 and 15 – switched on the TV and were watching *Siyafunda* when their brother, Leon, arrived with three or four friends and started shouting at me.

"He accused me of teaching the children nonsense and a kaffir language. He also punched me in the face and told me that I was not supposed to be in their house after hours," said Mollo.

She said she had sustained a black eye as the result of the assault.

"His mother promised to talk to him about the matter but I did not receive an apology," she said.

Report: SELLO SERIPE

Mollo, who is a member of the South African Allied Workers' Union, said that another time while she was cleaning the Coetzee kitchen and Leon was enjoying his meal, her daughter Patricia started crying and she discovered that Leon had smeared her dummy with pepper.

"He laughed at me when I asked him why he wanted to harm my daughter. I phoned his mother at work but she told me that she was not going to look after my daughter while I was working.

Rina Coetzee said that Mollo resigned on her own accord, adding: "I'm not going to pay her any extra money.

"I asked her to work a month's notice but she refused," said Coetzee.

When asked about the assault on Mollo by her son and the "peppered" dummy, she said: "I am not aware of that. I also knew she would do anything to get money from me and she will not get it. Over my dead body."

Mollo said she had made an affidavit to this effect and would demand that Leon Coetzee compensate her and that his mother should pay the benefits due to her.

A Saawu spokesman in Johannesburg confirmed that Mollo made a sworn affidavit.

The spokesman said the affidavit was presented to the Small Claims Court.

"We are waiting for the date when the matter will be heard in court," he said.

Mollo is staying with friends in Thokoza at present and hopes to go back home as soon as she has accumulated the fare.

15 domestic workers down mops

By CHRIS GUTUZA

A SOUTH African Domestic Workers Union (SADWU) organiser, Mrs Myrtle Witbooi, was briefly detained by the Durbanville police at the Aristea Old Age Home on Friday.

She was released more than two hours later after paying an admission of guilt fine.

The SAP Public Relations Division confirmed that upon receiving a complaint Witbooi was arrested on a charge of trespassing.

The normal routine at the old age home was disrupted when workers refused to work on Friday until their demands were met.

A worker took a letter containing their grievances to the matron and insisted the control board of the home be contacted immediately.

Fifteen domestic workers, all members of SADWU, told South they were "fed up with being treated like children and demanded a living wage".

"The rooms and bathrooms of the elderly tenants were not cleaned. We did not cook or serve their food and the passages were not scrubbed. Some of the tenants who had become used to being waited upon called for help, but we firmly united in our decision not to work," said the women.

Witbooi arrived at the home soon afterwards and was invited into the matron's office where she and the matron discussed the demands of the workers.

"A few minutes later, Ds J Weideman, a member of the control board, arrived and I was taken to his office.

"He told me 'Julle is polities, ek is 'n Christen en julle moenie dink ek sal my deur politiek laat beheer nie'. I told him the country was in the state it is in because of Christians like him," said Witbooi.

"He called the police and I was taken to the police station. The workers also wanted to get into the van but the police would not allow them. All of them walked to the police station and waited for me outside," she added.

Neither Weideman nor the matron was prepared to comment.

Work was resumed at the home on Saturday.

The workers' demands included: A wage of at least R250 a month instead of the current average of R120 a month; working hours reduced from 60 hours a week to 46 hours a week, and three weeks paid holiday instead of two.

Workers also complain they only have one bathroom and that it causes problems in the mornings when they have to queue to use the bathroom. They are also not allowed to have visitors and have no privacy.

At a meeting with a member of the control board on Monday workers heard they would receive three weeks paid holiday and that their other demands were being considered.

Meanwhile an attorney for SADWU said he was going to apply for a court order to enable the union to communicate with the workers.

(294) 27/6/87 SMR

R12 a day sought for domestics

WINNIE GRAHAM

Domestic workers should be paid a minimum of R12 a day or R360 a month, says Father J P le Scour, the Catholic Church's Episcopal Vicar for Migration and Industrial Relations.

Writing in the latest issue of the *Diocesan News*, a publication of the Catholic Church in Johannesburg, Father le Scour says the minimum living level for a worker, as produced by the Bureau of Market Research at the University of South Africa which estimates there are five dependents a breadwinner, is R416,77.

He points out the EEC code for European companies operating in South Africa was revised last year and now stands at a monthly R538,96 a worker. This year, according to Chamber of Mines figures, the average wages in mines for unskilled and semi-skilled workers is R448 a month plus R147 in benefits such as food and housing.

"This year Mawu is campaigning for R4 an hour for people employed in the metal industry," he adds. "In view of the above, I feel ashamed to suggest what, for some, might seem outrageous, a salary of R12 a day or R360 a month for any domestic or household worker, gardener, cleaner or farmhand.

"If this should be too much for your budget reduce the time of employment, but pay the wages."

He says of all the underpaid workers, domestic workers top the list. He points out the price of food has escalated tremendously, and while this affects all, it hits the lower income group harder as a higher proportion of their earnings is spent on food.

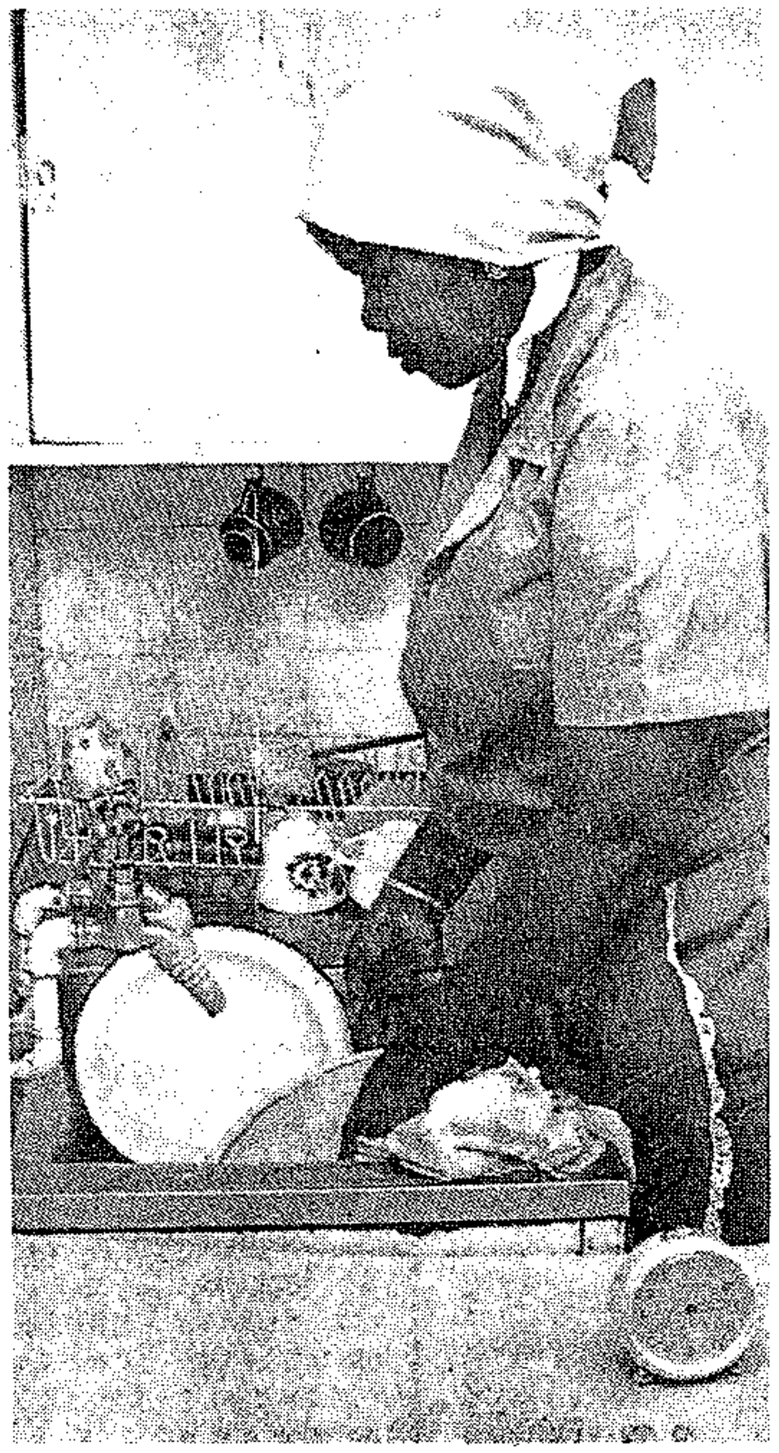
Father le Scour says he knows the wage he suggests may be too much for the employer and certainly too little for the worker who has his family and dependants to look after. However, the suggestions are based on what is fair.

The South African Domestic Workers Union (SADWU) recommends a wage of R165 a month for semi-skilled helpers (with meals) working an eight-hour day. Anyone with special skills, such as baking and cooking, should be paid R220 a month plus three meals.

Semi-skilled domestic workers who "live out" should receive transport expenses and two meals a day in addition to their wage. Overtime pay should be R2,75 an hour. Overalls should be provided as well as soap for washing.

The SADWU points out it is illegal to deduct money from a domestic worker's wages for breakages or articles damaged in the course of duty. Annual leave should be 21 days with full pay and 14 days sick leave allowed annually.

It adds that living quarters should have adequate ventilation, burglar proofing, a lock on the door, a heater, comfortable bed and mattress, wardrobe, chest of drawers and at least two chairs and a table. A bath or shower with hot and cold water, plus toilet should be provided.



DOMESTIC SERVANTS: Bottom of the low pay league.

Sonya gets her stolen wheels back

SARA MARTIN

"The Lord always provides", Sonja Herholdt, the blonde singer who turned her back on fame and fortune to preach the gospel, told the The Saturday Star last week when speaking about her new faith.

And, according to her, that's exactly what the Lord did this week when what she claims is her only material possession, a minibus which was stolen from outside a Johannesburg hotel, was recovered.

It was found in the heart of Hillbrow with little more done to it than an additional 150 km on its clock and a broken lock.

"Whoever took it had more than enough petrol to go anywhere they wanted to. But they just seemed to have travelled around the same area," says Sonja.

"I believe it is a real miracle" she says — a small miracle for the young family who would otherwise have been stranded in Potgietersrus with the birth of a baby only a few weeks away.



Maggie Oewies Shongwe at the opening of the Domestic Workers' Association's new home at Green Point.

Bright new base for Domestic Workers Association

ARGUS 2/7/87

By LINDA GALLOWAY Staff Reporter

YOU cannot see the building from the street and the gate has no sign on it, but the Domestic Workers' Association's new home is a bright, white building behind the high wall opposite the old Cape Town Art Centre in Green Point.

The smell is of wax furniture polish and everything is sparklingly clean.

Maggie Oewies Shongwe, chairman and workhorse behind the DWA since 1977, is at the businesslike desk inside the front door.

Her plans for the centre are that it will be a haven for domestic workers and their families in the Sea Point area, a training centre where they can fine-tune their many skills and eventually also a creche for their children, a woodwork workshop, a part-time church, a restaurant ...

Enthusiasm

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Enthusiasm

She bubbles over with enthusiasm for the project and her aspirations for the forgotten workforce — the people who tirelessly cook, clean, mend and mind.

The planned training programmes are already heavily over-subscribed, with courses in first aid and home nursing, cooking (Jewish, Greek and Italian to cater for the cosmopolitan community across the common) and child care.

The DWA has about 1 700 members in Sea Point, but barely scratches the surface of the estimated 10 000-strong domestic population in the area.

Subs of R1 a month for employed members entitle them to use the facilities at the centre, including calling Maggie when they have a problem with a load of washing, ironing or a recipe!

"Domestic work is a professional job and a qualification gives one that much more bargaining power with an employer," says Maggie.

Certificate

"One of our members increased her salary by R200 a month by doing a cooking course for which she received a certificate."

Maggie also sees the frustrations attached to the job, transport being just one of them.

"On an afternoon off there's no way you can get from Sea Point to Guguletu and back — so there are facilities here where members can come and have a cup of tea. We hope soon to be able to offer videos as well.

"For us it doesn't matter that cinemas are all open to us now — our salaries don't allow us to go to movies.

"There are no recreational facilities for domestic workers in the Sea Point area and we hope to fill that gap."

Another problem is the frustration of working in a luxury home for 12 hours a day and cooking a slap-up meal for a family before travelling home to the townships to cook the simplest meal one can conjure up on a meagre salary.

Independent

"Domestic workers also have to become independent in their own right — if an employer leaves the country or retires and their services are no longer required, there's no pension to fall back on.

"Her skills must be developed to cope with that situation, to be able to open a small catering business or a creche.

"For that she needs business management skills as well."

Maggie would like to see big business getting involved in training and improved working conditions for domestic workers.

"Women executives are that much more efficient because they have a domestic worker at home, sorting out the problems, looking after the children and cooking the evening meal.

"Otherwise they do two jobs, coming home in the evening to household chores, and their work suffers."

The DWA is a worker's organisation, apolitical and dedicated to the betterment of themselves.

Maggie hopes employers will support the centre, which is in need of stoves, fridges and equipment for a laundry room, for training purposes.

The DWA can be contacted at ☎ 419 3758.

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B/Day 28/8/87

No decision on release of NMC probe

Political Staff

HOUSE OF DELEGATES — A decision had still not been taken on whether to release the report of the National Manpower Commission (NMC) investigation into farm and domestic workers, Manpower Minister Pietie du Plessis said yesterday.

The NMC investigation, which was gazetted more than five years ago, was appointed to conduct an inquiry into "possible measures to regulate the conditions of employment of farm labourers and domestic workers".

Du Plessis said in reply to a question tabled in the House of Delegates by Mahmoud Rajab (PRP Springfield) that discussions with organised agriculture on possible application of the Labour Relations Act to farm and domestic workers were still in progress.

"Owing to the nature and extent of the consultations and the geographical diversity, it is not possible to give an indication as to when finality will be reached," he said.

The release of the report, if considered advisable, would only be considered once the consultations with organised agriculture had reached finality, Du Plessis said.

ES, September 6 1987

Madams urged: Talk to your servant

By SYBRAND MOSTERT

HOUSEWIVES have been asked to grill their domestic servants on their attitude towards the African National Congress in a pamphlet sent to homes throughout South Africa this week.

"You, as a passive madam, could unwittingly be a fellow-traveller of the communists/Marxists/radicals," the pamphlet warns housewives who employ a maid.

The 12-page booklet — which says the ANC, the UDF and the South African Council of Churches (SACC) wish to overthrow South Africa "and make it part of the communist world" — is being distributed among businesswoman and thousands of housewives.

Its aim is apparently to be used as a guide to "informing" domestic servants of the country's "situation".

Tyranny

The booklet is titled: A woman-to-woman discussion on the situation in OUR COUNTRY. It is being distributed by the Women for South Africa organisation based in Rustenburg.

It was compiled by Gabrielle Malan.

Urging woman to wake up and act immediately, it sets out how the "Madam/Miss" can make her maid understand the situation in two easy sessions by going through the question-and-answer programme provided.

The answers seek to show that the communists, the ANC "and as their fellow-travellers and assistants, the UDF and the SACC", want to turn black children against their parents and impose a Marxist tyranny in an impoverished South Africa where Christians will be executed.

In the introduction to Discussion 1, madams are urged to question their maids on conditions in the townships.

Dishonest

"Her replies will enable you to pinpoint matters on which she may be uninformed," it states ironically.

Together with short explanatory notes on the roles of the police and army in society, it then gives information on the "communists".

They are described as "dishonest white people who live across the sea" who have "decided to grab the entire world for themselves".

"This is the reason why we cannot allow the ANC to rule the country.

"Under a communist goverment the black people will be mere slaves without any possessions."

It concludes that black parents must act against the youthful "comrades," and "ensure that their children once again become well behaved, disciplined and obedient — otherwise they are transgressing God's Ten Commandments".

It also advocates support for township vigilante groups.

Teenage 'slave' scandal

by MARK STANSFIELD, Weekend Argus Reporter

NAIVE teenagers are being lured from country towns to the Peninsula with promises of decent jobs — and end up as virtual slaves.

Some claim they are prisoners in the luxurious homes where they do menial and domestic labour. They are paid as little as R30 a month.

A Rylands resident recently contacted Weekend Argus because he was concerned when he saw a young girl giving another food through the window bars of a house.

I visited the house and could speak to the girl only through the bars. She said she was not allowed outside her employer's house and had been a "prisoner" for over a month.

The family had gone on a month-long holiday on August 6 and she had been locked in the house since.

When the employers were home they usually locked the entrances when they went to work.

The girl said she came from De Aar and her family had not heard from her since she was "recruited" in January.

Another girl said she slept on a blanket in a small bathroom and was allowed out of the house only on Sundays.

Attempts are being made to trace the parents of the teenagers who have been interviewed. Apparently they are unaware of the plight of their children, having been hoodwinked into believing they would be looked after in Cape Town.

The recruiting network operates in rural towns where unemployment has led youngsters to take up offers of work in town.

A De Aar woman who issues tickets to young people looking for employment said she arranged work for several girls after contacts in Cape Town asked her to find domestic workers.

"What I do is select a girl here, put her on the train and then contact those looking for domestic workers in Cape Town and ask them to pick the girl up at the station.

"I know nothing about the working conditions and not one of the girls has ever complained to me . . . I keep in contact with a lot of those who have been sent to Cape Town," she said.

A Rylands Estate resident, who asked not to be named, said when she contacted the woman about hiring a domestic worker, the woman said she was reluctant to send young workers to that area because she heard they were ill-treated.

Many Cape Flats residents are aware of the "slave" racket

(Turn to Page 3, col 8)

Teenage workers scandal

Continued from page 1

and, when interviewed, told horror stories about the treatment of the young workers. All refused to "get involved" because they feared reprisals.

Here are some actual cases. Names have been changed to protect the teenagers from possible reprisals:

● Betty, 19, was recruited from De Aar in January this year. For eight months she was employed by a Wynberg family before she was "transferred" to a Cape Flats home. In August her new employers left on a month-long visit to Johannesburg.

Betty said she was locked in the house for that entire period. Her cousin and some neighbours fed her once a day through the burglar bars.

When interviewed this week she was thin and had large black circles under her eyes. She cried when spoken to and said she desperately wanted to contact her family to help her.

However, she refused to be photographed through the window (she is still locked in the house), saying her picture in the paper could lead to "plenty of trouble".

"I would rather just remain locked up here than cause more trouble," she cried.

Betty "earns" her R30 a month by cleaning the large mansion which has become a prison for her. She has no set hours and sometimes works 15 hours a day.

● Cathy, 18, is forced to sleep on the floor of a small bathroom in the house she is expected to clean every day. Apart from that she runs errands.

"I don't mind the work but the running is very tiring and they expect me to go to their business at least eight times a day, apart from all the washing, cleaning and polishing I have to do around here," she said.

"They have a big house with plenty of bedrooms, so why must I sleep in the toilet?"

She earns R80 a month which she intends sending home. "But I haven't been paid yet," she said.

Cathy is only allowed out of the house for recreation on Sundays and is locked in every night of the week once she finishes her tasks.

No comment could be obtained from the House of Delegates MP for Rylands Estate,

9-15/10/87 W/Mail (294)

Letter-writing cleaner loses job and home

A WOMAN, who in the letters page of the *Weekly Mail* told readers about conditions at the church centre where she worked, last week lost both her job and her home on the premises.

Patricia Thupudi, who had worked at Alethea Community Centre for seven years, and seven other women were told by Ian Phillips, one of the centre's directors, that he could no longer afford to keep them on.

"He said the people sponsoring them from America were no longer sponsoring them anymore," Thupudi said. Alethea which is a registered welfare organisation, provides accommodation for needy whites and

By JOHN PERLMAN

helps them find work.

But Thupudi said she believed they were dismissed because they had asked for a wage increase at the end of August — they were given R130 a month, a R20 rise — and because their union, the Transport and General Workers' Union, had sent Alathea's directors a letter stating the workers' grievances.

Thupudi said Phillips had refused to let the workers stay on in their rooms while they looked for other shelter. "He said he wanted to paint the rooms," she said. "He never wanted to do that when we were there."

Alethea director Stuart Cooke said the centre's financial difficulties with keeping on the workers "long preceded anything to do with the union. We have a major shortfall, and had to cut back staff," he said.

Cooke said it had "for a long time not made sense to have domestic servants to serve welfare cases."

On the workers last day, they found some of the residents working in the kitchen. "I asked one who was cutting bread if I could help," said one worker, "but she just said no.

"Whites will never do those jobs we were doing," Thupudi said. "They will rather run away."

I AM working as a cleaner. Although I have passed Std 8 the only work I could get was that of a cleaner. I am 36 years old, divorced with two teenage children. I support my children and my mother.

I tried desperately to get a better paid job but was unsuccesful. I realised that my biggest problem was not being able to read, write and speak English. I arranged that my colleagues and I should attend an English class.

We started an English class and asked a voluntary person to teach us. When we started I made a promise to learn the subject to the best of my ability and to write to your newspaper to tell you about our working conditions.

We are 10 women working at a Christian centre. It's a residential which lets out furnished rooms. Our ages range from 40 to 53 and some of us have been working here for 15 years.

The letter Patricia Thupudi wrote to the Weekly Mail

DOMESTIC LABOUR

Long way to go

How many employers pay their domestic workers R200 or more a month? This (among other things) is the minimum wage demand by the SA Domestic Workers' Union (Sadwu). Along with farm workers, it is still seeking government recognition.

But although backed by the powerful Congress of SA Trade Unions (Cosatu), chances of domestic and farm workers getting government recognition, and therefore bargaining power, look slim for now.

A National Manpower Commission inquiry into the conditions of farm and domestic workers was launched in May 1982; the results have still not been published. Speculation has it that the report recommends that farm and domestic workers have the right to form trade unions. And it's generally believed that government is acting under pressure from the conservative agricultural sector in delaying publication of the report.

Manpower Director General Piet van der Merwe tells the *FM* his department is still negotiating the proposals with the agricultural union, but he won't elaborate. He explains the delay by saying that the agricultural sector is "very large and complex". A spokesman for the agricultural union says negotiations could still take months.

Meanwhile, Sadwu claims membership of about 50 000. But Cosatu spokesman Frank Meintjies says there are about 9 500 paid-up and between 15 000 and 20 000 signed-up members. He explains it is difficult to canvass members, as it has to be done by means of pamphlets.

And so mobilising domestic and farm workers remains Cosatu's main concern. The workers are scattered throughout the country, and not as accessible as in organised industry. And although some farm workers (Cosatu claims "thousands") do belong to trade unions, they have no organised union.

Food and Allied Workers' Union General Secretary Jan Theron says a close relationship between Fawu and farm workers (that is, between farm workers and the processing factories where Cosatu has strong support) is a prerequisite for a successful farm workers' trade union. High up on the list of such a union would be job security, health issues and different local demands, says Theron.



Motlasedi ... reduce working hours

Sadwu calls for a minimum wage of R200 a month; access to the Unemployment Insurance Fund; eight working hours a day, five days a week; maternity leave; annual leave with full payment; sick leave; overtime pay at R2,50 an hour; pension fund; and decent accommodation.

The question remains whether farm and domestic workers are not running the risk of pricing themselves out of the market. They are in most cases not skilled and are easily substituted, either by machines or the unemployed, and are — especially in the case of domestic workers — not an absolute necessity.

Sadwu president Violet Motlasedi, on her part, says she doesn't care about the possibility of increased unemployment "because we've been unemployed before. As long as the workers are united." If employers cannot pay, they must reduce the working hours, she says.

Strike action is also a problem — even if domestic and farm workers' unions were to be recognised. The workers have difficulty leaving their premises, as most of them live in the homes or on the grounds of their employers. So, until a strategy to mobilise the workers is developed, Sadwu's main function will be to educate workers on their rights and on how to approach their employers. Meanwhile, Cosatu hopes to organise the workers through street and area committees.

Whatever the practicality of domestic and farm workers' unions, the fact remains that there is a need for some protection from exploitation. Some argue they should be incorporated into the Labour Relations Act, which allows collective bargaining; the Basic Conditions of Employment Act, which provides minimum working conditions; and the Machinery and Occupational Safety Act.

Anyway, as Wiehahn suggested years ago, prohibiting trade unions will not abolish the workers' urge to form them, but will only force them to go underground. ■

Wrangle over refusal to pay maid lingers on

6/11/87



Mrs Marilyn Clemens with her domestic worker, Miss Margie Mampe. She has been trying unsuccessfully for nearly a year to get Miss Mampe's former employer to give her the wages she owes.

By Winnie Graham

When domestic worker Miss Margie Mampe was fired "for not ironing the towels" last December, her employer did not give her the wages she was owed but sent her off without pay.

There the matter may have rested — had the diminutive Miss Mampe not told her other employer, Mrs Marilyn Clemens, what had happened. Now, nearly a year later, she is still trying to get Mrs Shirley Johnson of Fairland to give Miss Mampe her wages.

Mrs Clemens says "Margie" has worked for her for 8½ years, initially on a part-time basis. In 1985/86 she also worked for Mrs Johnson on two days a week.

Then, after 17 months, Mrs Johnson summarily dismissed Miss Mampe without pay.

The matter came to a head in the Small Claims Court in April when the Commissioner ruled that Mrs Johnson had to give her former employee R85. But Mrs Johnson refused to pay up. She allegedly told Miss Mampe she "did not accept the judgment".

ATTACH POSSESSIONS

Once again Mrs Clemens asked for advice. She was told to approach the Deputy Sheriff who would send a Messenger of the Court to her house to attach certain possessions.

The Messenger went to Mrs Johnson's house twice. The first time he could not get in. The second time round he attached a car.

Miss Mampe then received a letter from the Deputy Sheriff's office asking her to pay a R600 deposit to indemnify the messenger "in case he had attached property not belonging to Mrs Johnson."

"I checked the registration number and found that the car he had attached was not registered in her name," Mrs Clemens added.

"It is now more than six months since the Small Claims court ruled in favour of Margie but she still hasn't received the money owed her, but I will persist until she gets it."

When The Star telephoned Mrs Johnson for comment at her place of work, she said: "I don't owe her money and please don't telephone me at the office."

294 Sowetan 20/11/87

Bladwa lashes out at SA labour laws

By THEMBA MOLEFE

THE Black Domestic Workers Association has lashed out against South Africa's labour laws after a domestic worker's case against her former employer — of 19 years — was thrown out by the Small Claims Court this month.

Bladwa general secretary Mr Terrence Phiri said the Court dismissed Mrs Freda Molefinyane's claim of notice and leave pay from her former employer, Mr J B D Odendaal of Roosevelt Park, Johannesburg. The case was heard on November 3.

Mrs Molefinyane was dismissed on February 27 after being in Mr Odendaal's employ since 1968. She is still unemployed.

Court

Mr Phiri said the court ruled that Mrs Molefinyane had no right to claim notice and leave pay from her former employer because as a domestic worker she was not covered in the Labour Relations Act, which provides for such claims.

She was earning R100 a month at the time of her dismissal.

Mr Phiri said: "We find it rather sad that workers such as Mrs Molefinyane, who toil for many years for their bosses, get kicked out of jobs without any benefits when their services are terminated.

"South Africa's labour laws, and the Department of Manpower's reluctance to change them, are an indictment on the Government's attitude towards black workers," Mr Phiri said.

"The laws of this country are unjust and one does not know what to say in condemning their disregard for workers' dignity," he said.

Domestic workers, public service employees and farm workers are not covered in the Labour Relations Act.

Ex-domestic to talk on 'real success'

By Anna Louw

She was only nine when she started work as a domestic worker, but Maggie Oewies-Shongwe's experiences led her to establish the Domestic Workers Association in Cape Town in 1982 to raise the status of domestic workers.

Women for South Africa (WFSA) has invited her to be their main speaker at a Women's Indaba at the Sunnyside Park Hotel in Parktown on Saturday.

The organisation's aim is to unite women countrywide in a dynamic action to build a better future for their children.

Mrs Oewies-Shongwe will address a group on "Success is a Reality" at the indaba.

Born in Otjieworongo, Namibia, Mrs Oewies-Shongwe was orphaned at a young age and had to care for her brothers and sisters.

In Cape Town she worked for 22 years in the same household. In that period she "educated" doctors, teachers and nurses who were all raised in her care.

She felt the calling to organise and educate her own people. Through sponsorship she travelled the United States and Europe to study the latest technologies used in homes and to learn how domestic workers overseas achieved recognised labour status.

All her actions, she says, are guided by her strong Christian values.



MAGGIE OEWIES.

She believes it is necessary to work at the base level of society — "at grassroot level".

She encourages people to realise their potential for self-improvement.

The dignity of each individual is of special importance to her, says Mrs Oewies-Shongwe.

She never went to school, and did not learn to read or write until 1974, but this remarkable woman who hails from Cape Town, was given the freedom of New Orleans and Indianapolis.

What started as a lone campaign almost 16 years ago, has grown into an organisation which has lessened the drabness of the lives of thousands of domestic workers.

During her visit to the US, she addressed the National Conference of Household Workers in New Orleans and was made a life member.

She says that those in the domestic community, whether aged nine, 12 or 50, are part of a working force and have to stand up for their rights.

Most white households still employ domestics

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By DEREK TOMMEY, Finance Editor

THE majority of white households in this country still employ domestic servants to help share the drudgery of housekeeping.

According to figures released by Central Statistical Services, two out of every three white households have either a part-time or full-time servant.

The figures show that Natal has the highest servant ratio, with four in every five households in the Durban/Pinetown and Maritzburg areas employing servants — of which just under 10 percent are men.

In contrast the lowest servant/household ratio is found in the Cape Peninsula. Here only half the households have any form of paid home help.

The Cape Peninsula is also bottom of the league table in the employment of full-time servants. Only one Cape household in every five has one. This compares with one household in every two for the country as a whole, and three out of every five households in Durban/Pinetown, Bloemfontein, Maritzburg, Pretoria and the Free State goldfields.

The low number of full-time servants in the Cape Peninsula probably partly reflects the high cost of employing them.

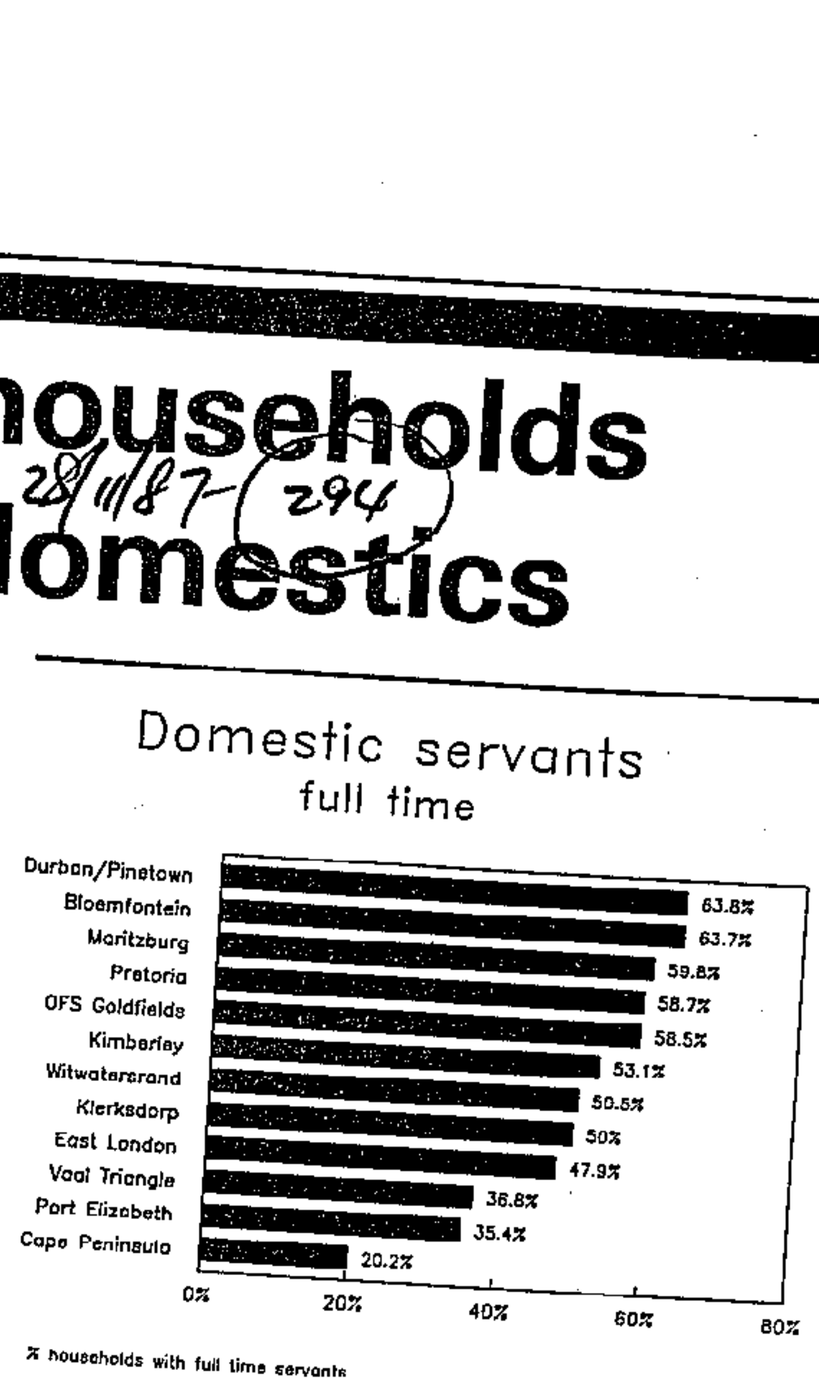
The average monthly pay of black full-time domestic servants in Cape Town rose 24,4 percent in 1986, the largest rise experienced in any area. This compares with an average wage increase for the country of 17,7 percent.

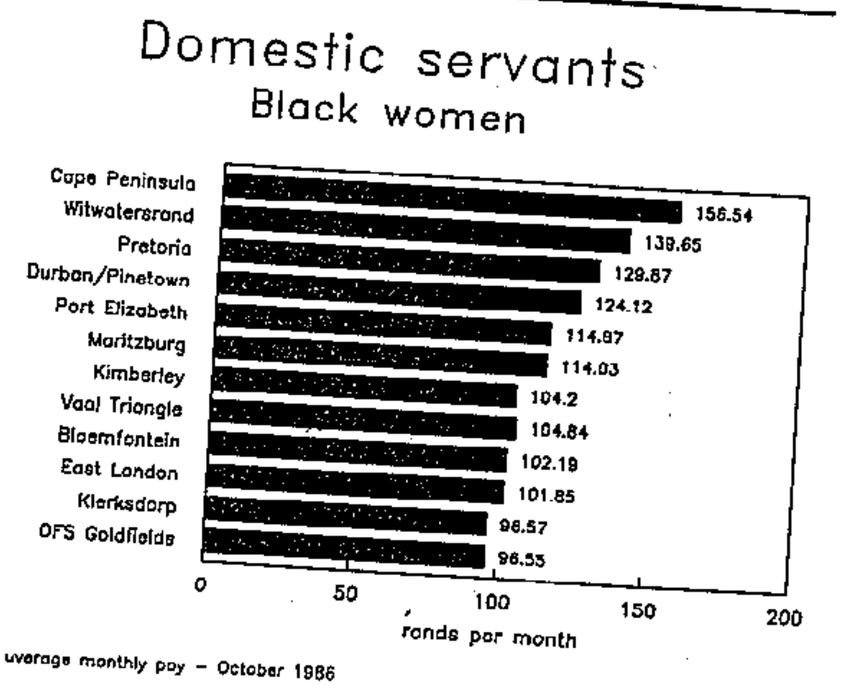
TOTAL COST

The average pay of a black woman full-time servant in Cape Town in October, last year, was R156,54 a month. In Johannesburg the average monthly wage was R139,65 while in the Vaal Triangle, Kimberley, Bloemfontein, East London, Klerksdorp and the Free State gold fields it was less than R105.

The total cost of a full-time servant in the Cape Peninsula is put at R241,61. This is made up as follows: Wages R156,54, food R52,57, housing R24,62 and other goods and services R7,88.

On the Witwatersrand a full-time servant is estimated to cost R227,16 a month, while at the other end of the scale the figure for Klerksdorp is R167,49, and for the Free State goldfields R158,41 a month.





Labour Up

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THE plight of the domestic worker is to come under the spotlight at a workshop to be held in Mamelodi on Saturday.

The workshop is being hosted by the Justice and Reconciliation Division of the Pretoria Council of Churches.

Several speakers have been invited, including Professor L Nowosenetz, who will speak on "Small Claims Courts and Legal Rights of Domestic Workers".

A spokesman for the organisers said an official from the South African Domestic Workers Association will also address the meeting.

The venue for the meeting, which starts at 8.30am, is the Mamelodi Diens Sentrum (Dutch Reformed Church in Africa).

Anyone interested in attending the meeting may contact Mr Peter van Niekerk at (012) 323-5187/8.

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Domestics start literacy drive

by LAURA DU PREEZ

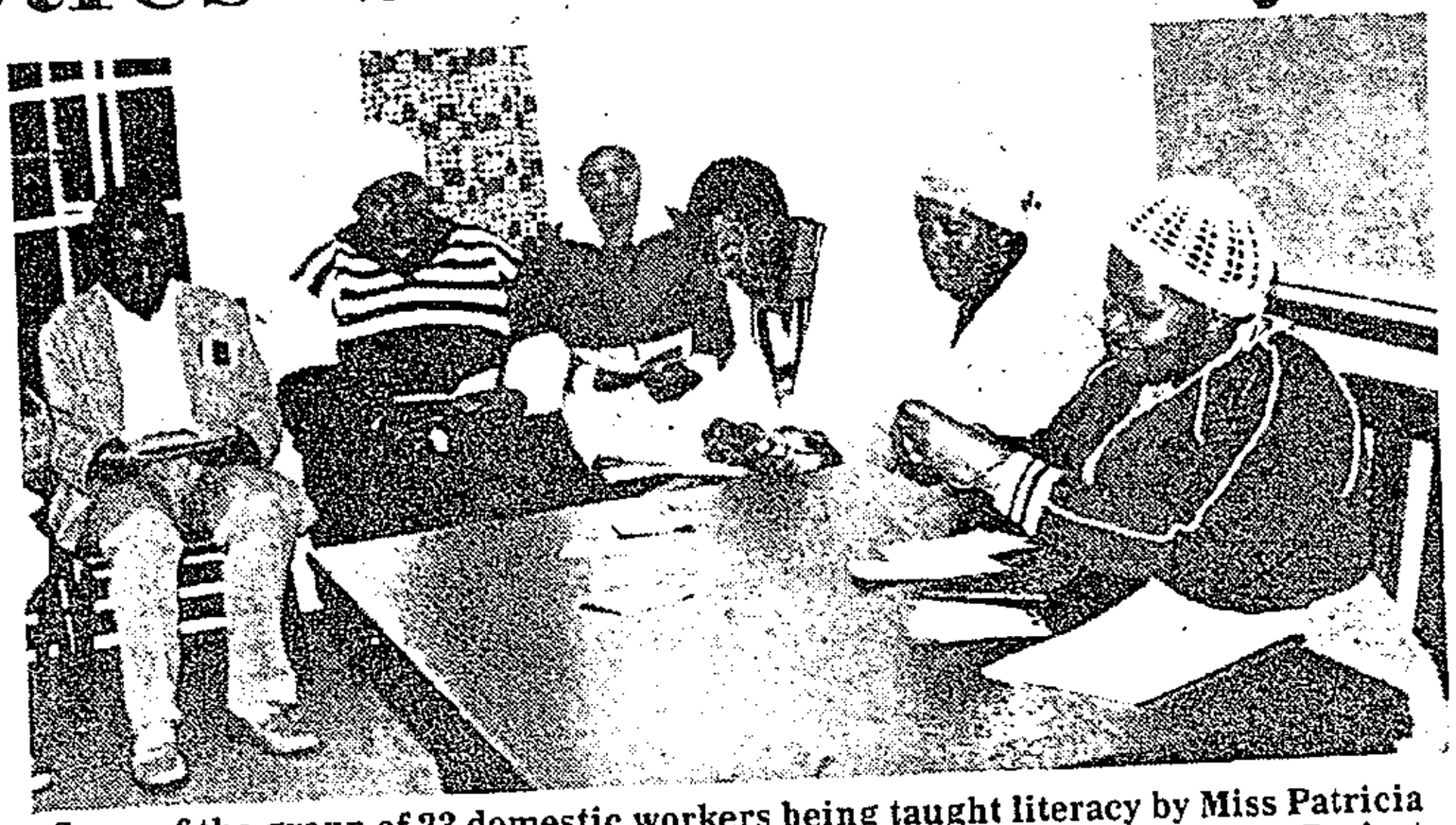
EAST LONDON — Three times a week 23 domestic workers and two gardeners get together in the Methodist church in Vincent to improve their education.

The organisation calls itself the Domestic Workers Education Project (DWEP), but is not affiliated to domestic workers' unions or the education projects run by them.

A full-time domestic worker in Vincent, Miss Patricia Manakaza, initiated the project in March.

"I started it because people were coming to me with letters to read and reply to," she said.

Miss Manakaza had been involved in a literacy programme which was run by the Methodist church in Vincent previously, so she approached the Reverend Robin Wright at the church for permission to use the church building again.



Some of the group of 23 domestic workers being taught literacy by Miss Patricia Manakaza, right, chairman of the Domestic Workers Education Project (DWEP).

She is now chairman of DWEP and is assisted by two other domestic workers, Mrs J. Makeleni and Mrs A. Mnatha.

"We formed this organisation to improve literacy, to learn about first aid, home nursing, sewing, improving skills in the home and to learn to communicate with each other," Miss Manakaza said.

"We are not a political organisation and are not connected with any political organisation."

The organiser of the Domestic Worker's Union in East London, Mr Phillip Slotile, confirmed that there were no education projects affiliated to the union in East London.

"Most of the women involved in the project are migrant workers from rural areas who have little or no formal education," Miss Manakaza said.

The women come from as far as Nahoon, Bunkers Hill, Baysville and Cambridge to attend the classes. They walk home afterwards.

Miss Manakaza has earned a silver medal in home nursing courses from the Red Cross.

The church has given the group a number of books and teaching aids

Miss Manakaza has also obtained patterns for toys and the group has made a number of them from scraps of material.

As regards the future, she said she hoped to one day implement a system of certificates for those who had attended classes.

"I also wish that other employers would let their domestic workers attend the classes," she said.

Mr Wright said he was amazed at how effective the group was and that they were more than willing to share what little they had got.

"Their enthusiasm is humbling because you realise that what these folk are doing is what we often take for granted," he said.