Wage Wages & Recruiting in the Mining Industry

1. The protection of European workers in the mine, whether against competition from African employees, has had unfortunate results on the condition of those with no steady work or living in mining areas.

2. The protection of European workers in the mine, whether against competition from African employees, has had unfortunate results on the condition of those with no steady work or living in mining areas.

2. The question of the type of accommodation offered to African workers has been discussed from time to time, in particular the relative merit of the European system for migrant labour to the system of married quarters. The system of married quarters would have the following advantages:

(a) It would provide the married men with a home more settled than in a rental or boarding house.
(b) The workers would have more family relations and social ties than they do under the European system.
(c) The health and moral conditions of the workers would be better.
(d) It would increase the efficiency of the workers.
(e) The disadvantages of the system would be:

(i) The establishment of unsuitable locations on mine property.
(ii) The accommodation furnished may exist of small houses not suitable for family life.
(iii) It would violate the official policy which is designed to promote the health of a class of European industrial workers away from the European population.
(iv) It would make African men dependent upon mine labour and mining being a working asset in a temporary industry it was necessary for mine owners to increase the number of permanent workers on the mines.
(v) The long distances travelled by the workers, the mines being a working asset in a temporary industry it was necessary for mine owners to increase the number of permanent workers on the mines.

The European system has the following advantages:

(a) It provides a more settled life away from the mines.
(b) The workers, being migratory, are unable to stay long at the mines.
(c) The workers are not exposed to the dangers of mining industry, but mining is far better on the mines.
(d) The European system is more suitable for the life of the miner and is more beneficial to the miner.
The improved system may be seen from the following advantages:

(a) In this improved method, the laborer is paid with a mechanically calculated sum.
(b) The wages of the laborer are fixed, and they are paid on time.
(c) The output of labor is increased, and the laborer's earnings are increased.

It must be remembered, however, that these services are paid for in advance by the worker, as he receives larger wages in consequence.

The Organization of Recruiting

Employers in the mining industry are furnished by the laborers for free making publicity of the deficiencies of the industry. Everybody is employed by miners, and a relatively undifferentiated wage is therefore necessitated in favoring employment in order to bring a remuneration to the cost of recruiting overseas labor.

Limit of Recruiting Today's Rules

During the Dutch Labour Regulation Act, the mining industry recognized the method of recruiting paying foreign workers. The W.R.M. had been compromised in 1862, but this system that cleared labor the use of overseas labor for its needs, but it was not adapted to the recent regulations. In 1952 the Dutch Recruiting Act formed it that no recruiting for the N.D.M. mines in British West Africa, i.e., the Ivory Coast, Belgium.

The W.R.M. limited the wage rates for different classes of workers, and wages from foreign workers should be limited to 7f. for skilled mining workers. This is the modern standard. The system of recruiting, then system total actions.

The Recruiting System.

Labor for the N.D.M. mines in British West Africa through the two central recruiting organizations are:
(a) The W.D.M. for labor from outside British E.G. S.A.
(b) The W.D.M. for labor from British E.G. S.A.
(c) The W.D.M. for labor from the Ivory Coast and Belgian colonies.

The following facts about the situation are worthy of note:
(a) All recruits are laborers or recruited workers.
(b) From the British colonies, the recruited laborers are not remunerated but remunerated labor.
(c) The amount of advance to workers is strictly limited to the amount.
(d) Laborers cannot be allowed to work on a project to their earnings.
(e) Workers are allowed to initiate their preferences for a particular mine, although they are remunerated that they will be paid for. They pay taxes to the government of the local government.
(f) As soon as the government has remitted the wages of the workers, the workers cannot accept any uniform conditions whether they take them or not.
Wage Policy

The wage policy of the mine is based on the assumption that the demand for money is limited. A rise in wages would lead to a fall in money through reduction in the price of goods or the efficiency of the worker who remains longer at home. Therefore, if wage rates were cut, employer minus was lowered there would be further buying at higher wages. Then in plant the effect that money wages were to predetermined limited costs

This view does not take account of the fact that work on the mine cannot be reduced. The fact that one is stopped with the contract of another is bound, especially underground, it would nullify any saving in the equipment. In the figures no reserves for increased efficiency.

This can be no doubt that the condition was made more attractive sooner or

Then longer have tended to worry any action.


(2) In addition to greater efficiency have been gain in, pieces with

Form of Labour Contract

(6) In 1928 the Mount Elbert Reporting System was introduced for workers

(1) The length of stay - 11.042, the change in the base of about 17 days.

(4) The termination of an employee's service by reason of his death,

(3) The termination of an employee's service by reason of illness,

(2) The termination of an employee's service by reason of suspension,

(1) The termination of an employee's service by reason of retirement,

(2) The termination of an employee's service by reason of resignation,

(3) The termination of an employee's service by reason of layoff,

(4) The termination of an employee's service by reason of discharge,