

THE CHAIRMAN : What I was wondering was whether, if we indicated the subjects from the list, you might not be able to write them up, to save holding up the Commission ?--- I am entirely in your hands.

MR LUCAS : I would rather have it the other way, by question and answer.

DR ROBERTS : The written statement is always fuller: you forget the spoken word. That is my feeling.

MR RHEINALLT JONES : You can decide afterwards, Mr Chairman, and let me know.

Evidence given on behalf of TRANSVAAL CHAMBER OF MINES and NATIVE RECRUITING CORPORATION, LTD. by (i) Frank Gowynne Alfred Roberts, (ii) Charles Lawrence Butlin (Manager of Modder Bee Mine), (iii) Harold Mayer, (iv) Alfred John Limebeer, and (v) James Bamfield Gedye.

THE CHAIRMAN : Mr Roberts, one of the central points in the memorandum which you put in to the Low Grade Ore Commission and also to this Commission, Statement No. 7, is the question of the removal of existing restrictions and the employment in the mines of natives from north of Latitude 22 ?--- Yes.

Incidentally there is connected with it the question of the importation of labour from non-European territories, whether British or other, which has also from time to time been raised in evidence before this Commission. Now I would like to put to you a certain point of view that has been put rather strongly before this Commission. Your organisation is chiefly interested in showing the other side of that point of view. The point of view is this: the Union urban natives have, to the extent of thousands -- the exact number is in dispute, but most people would put it somewhere between 50,000 and 100,000 heads of families -- more or less definitely

settled in the towns, who have largely taken up civilised modes of living. Now if their standard of living had to be met by the ordinary interaction of competition, then there would be a tendency for the general level of wages to give them at least the sort of income which is necessary to maintain life at that standard. But that is not the position. The position is that the level of wages is very much influenced by natives coming in from outside: first of all from Union territories; natives who have already found for them a certain amount of food, a place for their dwelling, water, fuel; not perhaps enough for the whole of the family, especially in a bad year; but there is always something found for their expenses. Therefore, it is argued, those natives can work for a lower wage in town. They want extra money to meet certain things for which they have to pay in cash, like taxes, clothing and so forth. The result is that they are definitely undercutting the town native, and making the task of keeping up a decent standard of living for the town native an exceedingly difficult one. Now that is as regards the Union native. And the town native cannot argue that the Union native should be excluded. But the town native does argue that the Union, by encouraging immigration from other territories, for which the Union is not primarily responsible, is really introducing that labour at the cost of the town native; is lowering the level of wages for the town natives; and therefore carrying a burden, which is not the burden of the Union, at the expense of a very small section of the population of the Union. That is the argument on the one side, and of course if it is accepted, it may materially affect the question of the policy of admitting non-Union labour at all. Your organisation, being interested in the

other point of view, I think it is fair to argue, would rebut that statement as best it can?--- Yes. Well, the natives that are imported in respect of the gold mines, work only on the gold mines, and they come into no manner of competition with natives working in towns at all.

I think, though, it is generally admitted that the level of wages on the gold mines has a very material influence in determining the level of wages outside; and consequently when you have an industry employing over 200,000 labourers, that industry must necessarily have a very large effect on the labour market?--- It probably does have an effect on the labour market; but until recent months the mining industry has always been short of labour.

MR LUCAS : Might not that be, as the natives have put it, because your wages are too low?--- I do not think so. The point is this: the natives who are employed by the mines manage to go on with their own social life such as it is, by working only about two-thirds of the time; they work on the mines and then they return to their homes. And as far as we can ascertain, the average period of work throughout a year would be about two-thirds of the time. The other time they may spend in idleness. Now I think anybody who can do that is in receipt of a sufficient wage.

MR LUCAS : I think, Mr Roberts, you are missing a number of the points involved in what the Chairman put to you. If I butt in at this stage, I have to go into quite a lot of details, first ...

MR MOSTERT : Wouldn't we like to hear Mr Roberts first? Have you got a statement to make, Mr Roberts, or are you here only to answer questions?--- We are here merely to answer questions.

THE CHAIRMAN : Mr Mostert has unfortunately been away.

MR MOSTERT : The point is, sir, what do we want to get

at ? Mr Roberts, you employ something like - your requirements on the mines are something like 200,000 ?--- 208,000.

Just now you have got a full complement ?--- Yes, thereabouts.

For how long do you think you can depend upon that complement ?--- As long as the general depression throughout the country lasts, I should think, we can hope to get a full supply.

How how do you find the ex-Union native compare with the Union native ? In other words, take your Shangan, your Mchopi - how does the East Coast native compare to your Union native ? How do they compare as far as work and efficiency are concerned ?--- They compare very favourably. They are very adaptable people; they are very docile people.

THE CHAIRMAN : Which ?--- The East Coast natives; and generally speaking they are very good workers. But that is not so with the Union natives; they are not always good workers. We get some who are very good workers.

MR MOSTERT : I only want to know as far as the two classes of natives are concerned, which do you find are the most efficient ?--- That class, I should say - the East Coast native - because he stays longer.

THE CHAIRMAN : Is that the chief reason ?--- I think that is one of the chief reasons.

MR MOSTERT : Now with regard to being able to depend upon the native labour in the Union, can you really depend on getting your full quota, in other words, your requirements, from the Union ?--- No.

Definitely, no ?--- Definitely, no; we cannot.

If we were to-day to cease, or you were to cease, getting the natives from the East Coast, what will be the result on the mines ?--- A very disastrous result.

Now with regard to paying more wages: first of all, can you afford to pay more wages ?--- No. There are a number of mines working now on such a narrow margin of profit, that an increase, even in the matter of pence, would put them into the loss-producing stage.

Therefore, but for the supply you get from the East Coast, which is a permanent supply, and an efficient supply, you cannot depend -- it is only on those natives that you can really depend to keep the industry going ?--- Yes, that is so. You see, Mr Chairman, we must not get away from the fact that it was the East Coast natives that started this industry, really. When the industry started here, very few of the Union natives, Transvaal natives, in those days would work on the mines; they were worked almost entirely on East Coast natives.

THE CHAIRMAN : What time are you talking of ?--- I am talking of the time before the Boer War.

DR ROBERTS : The early 'nineties ?--- Yes.

MR MOSTERT : Now your payment of your natives, I suppose, is mostly on piece-work in the mines, isn't it ?--- About 34 per cent of our natives are on piece-work.

Now with regard to the earnings of those natives, they can when they are efficient put in what we term "two holes" ?--- Oh yes, they do, some of them. The hammer drilling has gone out of vogue very largely; it is still done. I will produce figures to show to what extent it has gone out of vogue.

And you have an efficient boy earning about £6 to £7 a month ?--- Yes.

SENATOR VAN NIEKERK : Is that the average now ?

MR MOSTERT : No: I suppose there would be about 30 per cent of those efficient boys earning that amount of

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money, on rock drills ?--- (Mr Roberts): May we at this stage hand in this statement of the segregation of wages paid to natives. This statement gives particulars of the rates of pay of all natives on the gold mines on the 17th May, 1931; any other day would produce practically identical results.

SENATOR VAN NIEKERK : Is this per day ?--- Yes. We can give you the average rates, but we understood from the Secretary that the Commission desired segregation.

THE CHAIRMAN : The columns after the first represent the number of boys earning the wage given in the first ?--- Yes, in the particular occupation shown at the top. Shaft sinking: for instance, there are 17 natives who are earning less than 1s 1s/8d; in all probability they are on hammer work. If they drill less than six inches in one day, they don't get paid.

SENATOR VAN NIEKERK : You say "less than 1s/8d": what is the lowest figure then ?--- 1s/8d is really the minimum rate underground. There are a few of the piccanins and so on getting 1s/6d.

DR ROBERTS : What is the 5,885 ?--- That is surface and underground. The minimum rate on the surface is 1s/6d.

MR MOSTERT : You have not got a table, Mr Roberts, which gives the earning capacity of your East Coast boys compared with that of your Union boys ?--- (Mr Limebeer): No, we don't treat wages for East Coasters separately, but we don't think there is very much difference.

MR LUCAS : Isn't there this difference, that a bigger percentage of your East Coast natives remain over nine months and then get a bonus ?--- (Mr Roberts): The re-engagement bonus is 270 shifts. They contract originally for twelve months; they do not get their bonus until they complete their contract.

It is things like that I personally would like at this stage to have explained to us: how the wages are calculated, when the bonuses are paid. Before one could put a lot of questions, one wants to have all the information on those points ?--- (Mr Butlin): We have roughly 1,400 boys earning the re-engagement bonus on the Modder Bee mine. Of those 1,400, 300 are Union natives, and the other 1,100 are East Coast natives .

In your case a large percentage of the total number are East Coast boys ?--- No: I should think we are about fifty-fifty.

MR LUCAS : I would like to suggest, Mr Chairman, we get a statement as to how the wages are calculated: get all particulars like that before we start any cross-examination.

MR MOSTERT : What bonuses are granted ?--- (Mr Butlin): 5s/- a month. After a boy has completed a certain length of service, if he returns within a certain specified time, he is then entitled to 5s/- a month; "re-engagement bonus", they call it.

Your 5s/- a month is 2d a shift ?--- Yes, 2d a shift.

MR LUCAS : You always use months of thirty days ?--- Yes, thirty days. That is 1,400 boys out of a total of about 3,200 underground boys.

Do the surface boys get the bonus ?--- (Mr Mayer): No, it does not apply to surface natives.

Surface natives do not get the bonus ?--- The bonus is limited to underground natives. (Mr Roberts): The bonus scheme is roughly as follows: when a native has completed his contract of not less than 270 shifts, he then is given a bonus, if he re-engages; 5s/- a month.

MR MOSTERT : It is cheaper than recruiting him ?--- Yes. If he wants to go to his home, and provided that he

comes back again within a specified time, which is four months in the case of Union natives, he resumes work as nearly as possible in his old job and at the old rate of pay.

And you have still to pay him the bonus ? It is a bonus apart from recruiting pay, you pay ?--- Yes.

I can quite understand, if a boy on your mine is finished his working contract, and he says, "Now, boss, I will sign on again," and you give him 5s/- per month bonus. That is quite feasible ?--- Yes.

But I don't understand that you pay a boy after he has been re-engaged, and you have to pay his recruiting fees, a large amount, and then on top of that you pay another "five bob" ?--- (Mr Roberts): Well, we do that, provided he comes back in the specified time, which in the case of Union natives is four months. We give him his old rate of pay and his old job, and his old rate of pay will include the 5s/- a month re-engagement bonus.

That is for whatever period he stays on ?--- (Mr Butlin): While he remains with the company he gets 5s/- a month over and above his ordinary pay.

That is only for underground boys ?--- Any underground boys.

THE CHAIRMAN : Is it the view, if he comes back within a certain time, that it is the residual value of his previous training time that you want to encourage him to stay in your service ?--- Yes.

MR MOSTERT : In many ways he is an efficient boy ?--- Yes, we have trained him.

MR LUCAS : But he is not going to have lost all that you have trained him, in six months ?--- (Mr Butlin): We want him back.

I can understand that, but if you are paying him on the

basis of his being worth more than he was, because he has done a period of service with you, isn't it worth while your extending that for a longer period than four months ?--- (Mr Roberts) The period is an arbitrary period. You may make it four months, you may make it six months. In the case of the East Coast natives we make it seven months, I think.

(Mr Mayer): Eight months.

He is not allowed to come back ?--- (Mr Roberts): He is not allowed to come back within six months, so in fairness to him we allow him eight months. May I mention another thing which partly meets the point being made by Mr Lucas: that is, it is quite common on the mines to grant leave, ordinary leave, to natives of the boss boy type; and in the event of such a native being granted leave from the mines, obtained before he goes, he will get his re-engagement bonus and he will get his old job back as nearly as possible, even although he may have stayed longer than the four months - provided he arranges it.

THE CHAIRMAN : The residual argument is not really the strong one; it is the 'five bob' re-engagement bonus that is the lever for the boy to come back within a certain time ?--- Yes: it cuts both ways. Both things come in. The residual value is a factor, but I believe you are quite right in saying that the principal factor is the money.

MR LUCAS : Mr Jones this morning, before you came in, made the point - and he has been travelling round the country making a lot of investigations for the Institute he is connected with - that he has had numerous complaints from your recruiters, who say they have put it in writing to you many times, that one of their difficulties in getting natives to come back is that their previous skill is not recognised; they have got to start at the bottom again; unless of course

they come back in a very short time. That has a bearing on the question we will come back to presently, about the possibility of your getting more urban natives. Can you deal with that?--- Yes. I have noticed that with natives they have a habit of generalising from some particular instance; and also they have the habit of quoting conditions which may have existed several years ago as being in existence at the moment. I would like to say that there was a time when the minimum rate of pay on the mines was 1s/6d for underground work, and perhaps some natives who were unskilled, or who were unfortunate enough not to get into their old jobs, may have started at the 1s/6d. But that complaint has very largely disappeared, for the reason that the minimum rate now is 1s/8d.

That does not affect the point. They know they are coming back to 1s/8d?--- If they come back within the specified period.

Your specified period is very short?--- Let them obtain leave; let them say they want to stay six months, instead of four. (Mr Butlin): If they leave a special job - you must bear in mind there are not too many special jobs on the mines. 50 per cent of the natives roughly on my mine are employed on lashing and tramping. The good native passes from that to some special job, but you have still got to maintain that 50 per cent on lashing and tramping.

The pay of your 50 per cent will be roundabout 1s/11d or thereabouts?--- That is the price for the job.

I mean, your average is about 1s/11d altogether, but they have got to start at 1s/8d. They may have been getting 1s/11d, not on a special job?--- (Mr Mayer): 2s/2d.

I am not dealing with the piece-work people. They have got to come back at 1s/8d; that is one of their

complaints ?--- (Mr Mayer): It should be understood with regard to the minimum period that an underground native, after having worked three months, gets an automatic increase of 2d a shift; the minimum rate becomes 1s/10d.

A man who has served nine months half a dozen times and stays away more than four months, and he comes back, has got to start at 1s/8d ?--- The remedy is in his own hands.

I am not looking at it only from his point of view: I am looking at it from yours, as affecting the question of your supply ?--- (Mr Butlin): If he is a good boy, I have no doubt the compound manager would put him back on his old job, if he could.

MR MOSTERT : If that job is filled, then of course you cannot put him back ?--- That is so.

What I want to know, Mr Roberts, is, are your 'voluntaries' increasing as you go along ?--- (Mr Roberts): Yes, they are. We introduced in April 1928, I think it was, what we called the assisted voluntary scheme, and that has worked remarkably well. Under this scheme natives wishing to work on the mines go to one of the Corporation's nearest offices, and they are given a railway ticket and food for the journey; and they come up here and report themselves at the W.N.L.A. compound. They are then informed which mines will take them, and they select their mine, whichever is available, and they go there. That system is working remarkably well. (To Mr Limebeer): I don't know if you have got any figures relative to it ? (Mr Limebeer): The figures were sent to the Commission.

MR MOSTERT : I am asking this because we have had so much evidence, especially in the Native Territories, where they are against recruiting, against the mines recruiting.

They wish to do away with it. ?--- (Mr Nayer): Is that the native ?

MR MOSTERT : Native and European. That is why I am asking whether the number of 'voluntaries' is increasing ?---

(Mr Butlin): I believe my mine could do without recruiting except for two months in the year, that is, November and December. Under the old Portuguese Convention we could probably do without recruiting altogether.

THE CHAIRMAN : That would not apply to the mines generally ?--- No: I am talking about Modder Bee.

MR MOSTERT : That is as regards Modder Bee, but what about the others ?--- I am talking for my own mine, sir.

MR LUCAS : I would like, before we get back to the question the Chairman started out with, which is one of the fundamental questions we have to deal with, to get a number of facts, more or less in logical order. Could you give us now the average wage of those 34 per cent of piece-workers ? In the first place is that 34 per cent of the underground workers who are on piece-work, or 34 per cent of the total ?--- (Mr Roberts): 34 per cent of the underground workers who are on piece-work. There is practically no piece-work on the surface.

MR MOSTERT : How about sand contracts on the surface ?--- That is really task work, as a rule; it is contract to the European, and task work to the native.

MR LUCAS : 34 per cent on these figures would be roughly about 54,000 natives ?--- Yes, something like that.

What is the average wage of those 34 per cent ?--- I think we can give you that, too. On page Roman vi of this Low Grade Ore Commission statement, you have the average rates of pay for different classes of work.

Are these the three occupations on which there is piece-

work ?--- Yes. Practically all machine work is piece-work. Practically all hammer work is piece-work. And some of the tramping and shovelling is piece-work; not all. I have a statement on tramping and shovelling, if you wish it: I think we have submitted it to the Commission. (Mr Limebeer): It was sent under heading No. 7, because this thing was not ready.

MR LUCAS : Have you got the figure of these two combined ?--- (Mr Limebeer): No, we have not got those figures combined, but I could quite easily get it for you.

Is this piece-work figure lower than it was in 1925 ? My recollection is that you gave us a very much higher figure than the average of this, to the Economic and Wage Commission ?--- It varies somewhat. If you look at Statement No. 7 you will see the number of natives employed on tramping and shovelling, expressed in terms of shifts worked; you see the percentage on day's pay, and the percentage on piece-work.

That shows 19.3 per cent ?--- That is, those particular natives.

On tramping and shovelling ?--- Yes. When farther down the page you see the percentages employed on tramping and shovelling and on machines, on hammer work, and on shaft sinking and development. That is practically all piece-work.

So that your average for underground is as shown here, 2s/2.1d ?--- 2s/2.17d, yes.

I am dealing with underground ?--- Yes, 2s/2.1d.

And for the underground, the tramping and shovelling on day's pay, is still under 2s/-, and the average for all except piece-workers -- do you happen to have the figure for the underground average, excluding piece-work ? It is not here ?--- We do not separate them, but I can quite easily get that done for you.

Anyway, I may take for illustration at the moment the point that I want: your average wage is roundabout 2s/- for natives, excluding piece-work; something under 2s/-, or roundabout 2s/- ?--- (Mr Roberts): Just a moment, Mr Chairman: I cannot quite get that. You say if we were to exclude all piece-work the average of the remainder would be about 2s/- ? Yes, I suppose it would. Well, you see that item, "All other underground," 2s/1.2d ?

MR LUCAS : Yes, but that includes piece-work ?---No.

"Total underground," it says ?--- I am talking of "All other underground."

You have excluded from that your tramping and shovelling on day's pay ?--- There is no piece-work in among those.

I know. But this 2s/1.2d is not the average of your day's pay people underground ?--- No.

It does not affect the argument I want to put to you or the point on which I want some information. Assume for the moment that the average is 2s/-: a substantial number must therefore be under 2s/-, but take it at that. Take your native who does 270 shifts: he then will get £27 for his 270 shifts. That is assuming that he starts at 2s/- and he averages 2s/- right through, which is of course not really justifiable. But out of that your Transkei native will have to pay something like £4.10.0. on the new fares, in railway fares. That is correct, isn't it ?--- (Mr Roberts): I don't know. (Mr Mayer): From some points only.

I am taking Umtata ?--- (Mr Mayer): From Umtata - roughly that.

Mr Taberer gave us the figure - it does not matter to a shilling or so either way; it will not affect the point I want to put. He has got to pay his own expenses of roughly

5s/- each way, during the course of his journey, putting it very mildly. So that roughly that is about £5 there. He must have a pair of boots to go underground, mustn't he, and a pair of boots is not likely to last him 270 shifts, so we ought to be able to reckon two pairs of boots for that that he must buy, that he would not need for any other occupation. From the price I have got, that is 25s/-, or put it down at £1. That is £6 altogether ?--- (Mr Roberts): Mr Mayer knows the price of boots. (Mr Mayer): We sell boots to natives at 14s/-.

MR LUCAS : Putting it very low, that is another £1. So apart from anything else that he may have to get because of being in the mines, in the way of clothes, that is £6 to come off this £27. Now the 270 shifts, if he misses no days, will take him about 10½ months. In addition you have got the travelling each way, which is going to consume at least a week ?--- (Mr Roberts): The 270 shifts comes to nine months.

He does not work Sundays ?--- Yes: I see.

We may take it he is away from home for a minimum of eleven months; and for that he has got in wages £21 ...

THE CHAIRMAN : Wages, after those expenses have been deducted.

MR LUCAS : Those are expenses that must be incurred. In the case of a native who lives and works in a town, he has got his daily travel, or he may be near enough to walk; he does not incur any of these expenses; he does not have to incur railway fare or this special clothing. Now I don't know whether the mines realise that, although labour may be expensive to them, because of the various charges, that the native is getting considerably under £2 a month for the time he is away working ?--- (Mr Mayer): That is the cash wage.

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I will come on to the food question in a moment: that is only food for one person. I just wanted to find out whether you accept those figures, because later on I will base some further questions on these figures. I am not forgetting food ?--- (Mr Roberts): For the purpose of argument I will accept the figures; I don't know if they are correct.

I want to have it definitely settled, whether you dispute them or not. I am giving you your 2s/- average, although your native starts at 1s/8d and has to be on that for three months before he gets to 1s/10d, which will bring this figure down enormously. Is there anything wrong with these figures ?--- (Mr Butlin): I doubt if that is correct. On many of the mines I know the starting rate is 2s/-. On my mine the starting rate is 1s/8d; the next month is 1s/9d; the next month 1s/10d; and then 2s/-.

I am just saying that there is a margin in your favour on these figures, even on that ?--- There are quite a number of mines I know who start their natives at 2s/-.

Who start every native at 2s/- ?--- Underground.

How do they keep under the maximum average ?--- I don't know how they do that. I know that natives on lashing and tramming start at 2s/- in quite a lot of mines.

That is in certain employments only ?--- (Mr Mayer): On tramming and shovelling.

THE CHAIRMAN : The question of 2s/- or not does not really matter a great deal, because the general average is shown on your own figures as 2s/1.7d. It may mean a difference of say 2d, which on 270 shifts, is a couple of pounds.

MR LUCAS : It is a fairly substantial margin on this figure in favour of the mines.

THE CHAIRMAN : For the purpose of your point does it matter a great deal whether you take 2s/- for the underground

with piece-workers, or 2s/1.7d for the general average, surface and underground ?

MR LUCAS : I take 2s/- because it is liberal towards the mines; I don't want later on, when we are dealing with some other aspects of the question, to have these figures disputed. That is why I want it cleared up now, to see whether you have anything to question about these figures ?--- (Mr Roberts): For the sake of argument I will accept the figures. You say the native goes back to his home, having made a profit out of his work, let us put it that way, of, on an average, £2 a month; something in that neighbourhood.

Yes ?--- If he had remained in his own home, he would have to feed himself; he would have to get some kind of boots; I don't know that he would need two pairs, possibly, but he would certainly need one; he would certainly need something in the way of clothing; doctors and hospital attendance, or anything of that kind - that would cost him money. He gets all that service, and he gets food; and if he had remained in his own home, he would have had to feed himself.

I said I know that you feed the native, and that has to be taken into consideration; but in the ordinary way, when a man is working, he is working to keep himself and family ?--- Yes.

He is kept while he is with you, but for his family some other provision has to be made ?--- Yes.

The total, taking your average, is something under £2 a month that the native may expect to make for the time that he is away....

THE CHAIRMAN : Something under £2 for the daily paid man, and something over £2 for the 'over-all'.

MR LUCAS : From one of the tables you have put in,

you have a substantial number of natives who come to you, not recruited natives, for less than nine months ?--- (Mr Roberts) Yes.

In which event for those natives coming from the Cape the expense would be less, for the Transvaal and even for Basutoland. Their average earning for the time would be considerably less, because their railway fare would come out at a bigger proportion ?--- Voluntary natives ?

From the Transkei ?--- I don't want to commit myself on these railway rates; Mr Mayer has a list of them somewhere.

I got that from Mr Taberer ?--- (Mr Mayer): The fare is correct with regard to Umtata, but I don't think it is fair to take that as a basis.

Take Butterworth, £2.2s.9d; Queenstown, £1.14s.0d., as against £2.5.0. What proportion of natives do you get from Queenstown and around there as compared with what you get via Butterworth and say Indwe ?--- (Mr Roberts): We put in a territorial analysis.

MR LUCAS : The papers have come in so late that we have not had time to analyse them: I have looked through them but it is the best I can do at the moment. Naturally the figure will vary according to the amount of the railway fare.

THE CHAIRMAN : That point does not really matter, because after all Mr Lucas' analysis can only apply to natives who have travelled a distance or who have to pay a railway fare approximating to the Umtata railway fare. That is a particular sample. If you took natives from say Kokstad, there would be a slight change from any of the Ciskeian places.

MR MOSTERT : While we are on this point, may I put this to Mr Roberts, as far as the shifts are concerned. A

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native may be with you for nine months, which is the ordinary 270 shifts, but that native may have put in 'two holes' whereby he has earned not 270 shifts, but considerably over 300 shifts. Is that based on the same? Your overtime is not excluded from that: it is all shifts? Do you follow what I mean? A native works for the 270 shifts: that is his ordinary ticket, I believe?--- Yes.

But that native puts in two holes; many of these natives put in two holes, and they earn their certificate; and instead of 2s/- they earn 4s/- and more?--- Yes, some of them do.

As far as the 270 shifts are concerned, it may come up to 300, or 350, or even 400 shifts?--- (Mr Limebeer): He gets one ticket for a day's work.

If he has put in two holes, he gets two shifts?--- He gets double pay. It is a distinction with a difference.

I am talking about the earning capacity of the native now. Let us make it very clear: a native comes up here and has 270 shifts to work. He gets his ordinary shift. We all know he has to work 270 shifts, but during these 270 shifts he has probably given you another 150 or 200 extra shifts. That is, he has earned so much more money by putting in the extra work?--- (Mr Roberts): Oh yes, a number of them do.

The extra money is included in the ordinary rate per shift, isn't it?--- Yes.

THE CHAIRMAN: The money is included in here, but he has to go underground 270 times, whether he does two holes each day or not?--- That is right.

MR MOSTERT: He does earn very much more than the 270 two-shillings. When you talk about a native coming up here and working bare with 270 shifts, and you put it down there at 27 -- I have known instances where that boy has earned

just about double ?--- Oh yes. It is shown here.

MR MOSTERT : Is that clear ?--- (Mr Butlin): Yes, quite.

He has earned about 350 two-bobs ?---Some of them have, certainly, Mr Mostert. (Mr Roberts): On this list, Mr Chairman: for instance at the 4s/- rate, there are 814 of them at that particular day, underground natives, at 4s/-.

SENATOR VAN NIEKERK : Mr Lucas was dealing with the 50 per cent.

MR LUCAS : I was dealing with the average, including all these people.

MR MOSTERT : Your average earning is different to so much per shift; your shift is 2s/-, but the average earning runs into nearly 3s/-.

THE CHAIRMAN : I think you are wrong, Mr Mostert. Let us get this point clear. We are taking the average per shift. You count a shift as one time the boy goes down, irrespective of the amount of work he does, on the one side ?--- (Mr Roberts): Yes.

On the other side you put in the total amount of money he earns, whether it is 2s/- or 11s⁶/- ?--- Yes.

And then you divide the first into the second ?--- Yes. It is very insignificant, the amounts that are actually counted as overtime. For some reason as an accident, or some trivial local reason, a boy is required to do something that would not ordinarily be required to be done, and that will be shown as overtime. It is really trifling; it is not worth the clerical bother of counting. But otherwise every penny that is paid in wages is included here.

MR MOSTERT : As far as your shift is concerned, that is paid out per shift; as far as your overtime is concerned, that is paid separately ?--- (Mr Limebeer): It is so small

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that we never take any notice of it. (Mr Roberts): Overtime is paid separately.

Therefore a boy coming to the pay-office, instead of receiving at the end of the month his £3, according to his ordinary ticket, he may have received £4 ?--- (Mr Limebeer): Not as over-time; the over-time would not come to anything like it.

When I was with you people, boys used to earn a lot of overtime ?--- (Mr Roberts): The practice has changed somewhat.

A boy got his £3 a month for his one ticket of thirty days, and he might get in many cases another £1.10.0. or £2, as I have known - as much as double the pay

THE CHAIRMAN : The figures you mention, Mr Limebeer, as not being included: that is for the exceptional incidence of overtime ?--- Yes.

Otherwise all overtime figures are included ?--- There is nothing listed as overtime except these special occurrences, and the amounts are so trivial that we have not taken them in.

In actual practice you have no overtime with the exception of those things ?--- I don't know anything about mine administration. I know that the figures returned to me as overtime are so small....

MR MOSTERT : Are they infinitesimal to-day ?--- Yes. (Mr Roberts): I remember the days that Mr Mostert is speaking of. In those days a boy worked at a certain rate per shift, and he got his ticket for that task; if he exceeded his task, the amount by which he exceeded his task was regarded as overtime. It is not done that way now.

The piece-work system has taken the place of that ?--- Yes. The amount that man^a earns is set on the one side, and the shifts he works is set on the other side; and, as you say, the total amount is divided by the total shifts.

THE CHAIRMAN : You used to have a task work system, in other words, which gave what they called overtime after the man had finished his task ?--- Yes.

That system has now disappeared in favour of, on the one side, pure piece-work, and on the other side, pure day's pay ?--- Practically, yes. The practice differed from mine to mine in the old days, when there were different kinds of recruiters, and different natives engaged on different rates of pay and on different conditions. Nowadays, with the two native recruiting organisations, they are practically all on the same footing.

MR MOSTERT : Then I understand the native is not earning so much money as he used to ?--- He is earning more in the over-all amount. You could look up the Government Mining Engineer's Report.

He had his ordinary mine shift, eight hours or whatever it is, and many a boy put in three holes. That was his day's work, hammer work ?--- (Mr Butlin): The jackhammer boy to-day, on his ticket he will simply have marked the number of holes he has drilled. It may be 20 or 30 holes; and then he is paid. But he is earning big money also, Mr Mostert; he is earning probably £6 or £7 a month. He is a special boy.

He has really replaced our old hammer boy ?--- Yes.

(Tea adjournment.)

MR LUCAS : Mr Roberts, I want to get on to the point the Chairman put to you at the start. The natives in the towns are as a whole very badly off, finding it very difficult because of the pressure on them of the tribal natives. They are beginning to feel now the pressure the Europeans felt originally from the natives; and the natives are getting it themselves from these natives from the tribal areas. They

make the point that in effect they are subsidising the mines because of the low wages on the mines. And not only are they doing that, but the mines' rate of wages is being used to keep their rate of wages down. And actually what the wages mean to the natives, which we were discussing before the adjournment, shows that what can be earned on the mines is a wage on which the town native cannot exist. A number of questions arise in connection with that. How can the native wages on the mines be raised so as to meet that position? Whether those wages really can be raised without any extra charge to the mines by saving in some other direction. And also whether, with an increase in the wages, you would not get a large number of natives who to-day won't look at mining because the wages which they get are something on which they cannot live, apart from the time they are with you. All of those are questions on which we would like to have the Chamber's point of view, so that we will know whether it is an answer to the case made from the other side against importation. The argument has centred mainly on the question of importation. Now importation is largely in connection with the mining industry, but there is quite an appreciable influx of natives from outside the Union into farming areas; and in the Rustenburg area in particular, very bitter complaints have been made about the lowering of the standard of living of the natives there through this. Now you by importing natives, actually stabilise this condition of affairs by which the tribal native is the cause of reducing the wages of the semi-tribalized or detribalized. I put all the questions to you: I don't know whether you would like to make a statement on them now, or whether you would want to

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have the points put to you one by one ?--- (Mr Roberts): Mr Chairman, I do realise of course that there is a problem surrounding the position of the town native, but I must say quite frankly that I have not studied the problem. It has not been my business to study the problem. I feel that not having studied it, I am not in a position to give any evidence which will be of much assistance to the Commission. So far as the natives on the mines are concerned, I say that we are paying a good wage, and I say that the wage is evidently adequate, for the simple reason that the natives on the wage that they get, are enabled to stay in idleness in their own homes for a very considerable portion of their time. If that were not so, if we did not know that they were able to stay there so long, there might be an argument in favour of an increase.

SENATOR VAN NIEKERK : On the other hand you could not expect the native who comes from the Transkei to stay permanently in your employ ?--- No, we do not expect that, but we know that they stay there on an average one third of their time, and individuals stay there half the time. As you will see from the statement which we handed in this morning, it is very difficult to talk of the natives on the mines as a whole. One has to study the individual earnings of large masses of those natives; and in considering the average rates paid to natives, we have to remember that quite a number of these natives are wholly inexperienced and green to the work; and in some cases they are not even for the moment what you might call bodily fit when they come from their territories. It takes two or three months to feed them up and get them accustomed to the work, and get them acclimatized to the work underground, and so on. So that the average rate

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represents the amount of money which we pay to all classes of natives.

DR ROBERTS : Might I throw in incidentally: wouldn't they be much more fit for their work if you saw to it that they travelled in more comfortable carriages ? I hear that for three or four days after they arrive here they are not fit for their work, crowded in these bombellas all the way from Butterworth ?--- (Mr Mayer): I think it is due largely to the representations of the industry that the natives travel in such comfort as they do to-day. The railway travel conditions have been very greatly improved in the last five years, and it is a point that we gave a lot of attention to, five or six years ago.

But there is a good deal of room yet for improvement ?--- But conditions are so much better. As one instance, in the winter the natives now travelling to the mines travel in heated coaches; in the old days they did not.

They still travel in open bombellas ?--- Not in open bombellas.

I have seen them ?--- Not natives for the mines.

(Mr Roberts): These old-fashioned coaches are still on, but they are not used for mine natives.

MR MOSTERT : Mr Roberts, have you got on any of your mines married quarters for natives ?--- (Mr Roberts): On some of the mines, yes. Mr Butlin might talk about that: he has one.

THE CHAIRMAN : We are going rather off the subject Mr Lucas was on.

MR MOSTERT : Mr Roberts said he could not deal with the town boys.

THE CHAIRMAN : Town boys only come in incidentally.

MRMOSTERT : All right: I will bring it up afterwards.

MR LUCAS : There is still this big question of the effect upon the general level of the standard of living of natives by the importation of other natives. As far as Europeans are concerned, we have taken up the standpoint that we are not going to allow our civilisation to be reduced by bringing in Europeans who live at a standard lower than we consider satisfactory. But as far as natives are concerned, we do not do that. We say the mines require certain labour, and we will bring in very large numbers at a wage on which our own natives, or a very large number of our natives who are trying to rise in the standard of civilisation, cannot exist. Now that is a most important social and economic question which this Commission has to deal with ?--- (Mr Roberts): Yes. We pay the imported natives the same rates; we do not differentiate in any way. As a matter of fact we have no figures on it, but I think if you work it out, it might come out a fraction of a penny or something in favour of the imported native, in the matter of wages.

That would be because he stays longer ?--- Because he stays longer, very largely. Then we have to face another economic aspect of the thing. We employ 208,000 natives. If you increase the wages of those natives by so small an amount as one penny, it amounts to a lot of money per annum.

It means about a quarter of a million ?--- Per annum, yes; and the mines simply cannot afford it. It is for the country to decide its policy, whether it is content with a smaller industry lasting a shorter time, or a large industry lasting a long time.

Are not there other matters involved ? You are getting away from the principle involved in the question which has been put ?--- I am sorry: I have not studied the principle,

/ Mr Chairman

Mr Chairman; I must frankly confess that it has not been my job to do it.

It was one that was brought to the attention of the Chamber of Mines, and we were entitled to expect that you would express your view ?--- I have no knowledge of any such letter. The first intimation I had that we would be required to appear, yesterday, was received at about a quarter to five on Wednesday last, and we have hurriedly got together these statements. We were under the impression that we would simply be asked certain questions of the usual nature relating to our own industry, and those we can answer. But I must say that I have never studied this very serious problem of the town native versus the mine native.

It is actually dealt with on page seven of your Low Grade Ore Commission statement, right at the top, only it is dealt with there cursorily ?--- Yes, that is so. That is a quotation from an Inter-departmental Committee.

MR LEGAS : You quote it with approval.

THE CHAIRMAN : I take it, Mr Roberts, this question of the justification of importing a large amount of indentured labour from outside the borders of the Union, is not a new one to the Chamber of Mines ?--- No, it is not a new one at all. You see, from our point of view there is nothing more important to the welfare of the mining industry, and since the country depends so largely upon the mining industry, depends upon the mining industry to a very much greater extent than many people imagine - a much greater extent; from the point of view of the mining industry there is no one thing that is more important than an adequate supply of native labour. I must say that that is one of the fundamental necessities for a successful working of the mines. You can take individual

mines: you find if they work at half capacity or two-thirds capacity, as it were, it is like a cargo steamer on the ocean with half a load; your overhead expenses, your staff, your organisation generally, are required, whether the hold is full or whether it is in ballast.

MR LUCAS : I think that is brought out very fully in your statements ?--- I can only say that in giving evidence before this Commission on behalf of the mining industry vis-a-vis the native labour supply, I can only stress the importance of an adequate supply. It is most essential: otherwise what do we do ? We mine the stuff to no purpose; we simply go ahead and mine the stuff to no purpose. You must remember that each mine has a minimum tonnage that is required to be mined before any hope of a profit arises; you have got to mine a sufficient tonnage of a sufficiently high grade to cover the cost of the organisation as a whole. After you have done that, then the additional tonnage comes in by way of making a profit. I dealt rather fully - or at least I touched on this same phase of the subject in a paper which I read before the South African Institution of Engineers, of which I was then President, and if it would interest the Chairman, I could give you a copy. Unfortunately I have not a sufficient number left of this paper, because there has been rather a run on it; but I have one or two copies left, and I would be very happy to let you have one.

MR LUCAS : That is still assuming that you can only get what you require through importation ?--- Yes.

Right through your papers there is always that assumption ?--- Yes.

Now we find in all the towns we go to that there is a large number of unemployed natives ?--- Yes.

We find on the farms there is a frightful wastage of

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labour generally. Now these circumstances have just been allowed to exist because you have been able to get these natives from outside. Now with some of the natives in the towns, you might quite possibly, with attractive wages, get natives who would remain considerably longer on the mines than you are used to; but there is no incentive on the mines to make any effort in this direction because they can look to importation. Meanwhile the town native and the coloured person and the poor white are all hit by the fact that the standard of wages is kept low. I am not suggesting the employment of whites on the mines as a substitution for the natives; that question is not involved, although the poor whites in the towns are affected by these factors. Now it becomes a most important thing to ascertain what the mines can do in the way of meeting the position by making the conditions more attractive, primarily in wages. It is admitted all round that you treat your natives on the whole very well. One of the points I put to your Mr Thompson - I take it you have seen his evidence, the evidence he gave in Umtata ?--- (Mr Mayer): We have it.

That will give you an indication of the questions that were going to be put to the Chamber, because frequently when I asked him about these matters he said, "I cannot deal with it, the Chamber will deal with it." I took it for granted you would be ready on these points. Take the question of recruiting. To-day it costs you a quarter of a million roughly in recruiters' fees alone. That is your penny, to s_start with, if you could find some substitute. Now take the position to-day with your voluntary assisted natives: do you pay them one penny more than you pay your recruited natives ?--- No.

Do you pay your recruiter for your assisted voluntary
/ native

native ?--- (Mr Mayer): No.

So that that is a saving to you, but you do not give him one penny of it. Now the Tsolo district sends you I think it is now 90 per cent of its people without any recruiting charges at all ?--- Our organisation bears the costs.

(Mr Mayer): We have appointed at Tsolo a salaried representative who deals, 90 per cent of his time, in forwarding the assisted voluntary natives.

What would that cost you - five-hundred a year ?---

(Mr Mayer): Not so much.

It is a bagatelle for the number that come forward by comparison with what you would pay in capitation fees to a recruiter ?--- (Mr Mayer): One has to consider also that the natives dealt with by that salaried official are previously dealt with by another salaried representative at Nqamakwe.

Mr Thompson told us also you would be able to let us have the number of assisted voluntary natives, and the number recruited, over a period of years, for each district ?--- We can do that.

A number of interesting questions arise out of that ?--- (Mr Roberts): We can supply that. I think it is here, for a month; a sample of it.

An interesting thing was the development in certain areas, for no special reason he could assign -- the natives came freely, and in other districts they all came through the hands of the recruiters. Now have you ever considered trying to encourage natives to come freely by giving them, if not all you can save in recruiting, a substantial proportion of it

?--- (Mr Roberts): We don't differentiate in wages except in respect of long service.

Can you say then that you are taking every step to encourage local labour as against your imported labour, when

you do not take an obvious step like that ?--- I don't think it is an obvious step; I think it would give rise to endless trouble if we started differentiating in wages in that way.

Every native, if it is put to him properly, would understand: "You are not getting so much as So-and-so, because we have to go to the expense of fetching you" ?--- Are we going to get loyal service from our recruiters if we did that ?

THE CHAIRMAN : I think perhaps we might hear the objections to the differentiation. Mr Roberts has mentioned a couple. Will you just put all your objections to the differentiation ?--- In the first place differentiation in wages on the mines, whether it is between Europeans or natives, if it was made in respect of the source or origin, or the way they come to their work, or the colour of their eyes, or the place of residence, would give rise to endless trouble. I am quite sure it would. And the psychological factor comes into it. There is another point, too: we have endeavoured to encourage a voluntary supply for years and years past. We have made a feature of a voluntary supply. It is clearly to our advantage. I don't want to say that the recruited supply is a compulsory supply. These names, "voluntary" and "recruited" are misnomers, really; they are the same kind of native. The recruited native is a native who has received usually an advance from some recruiter or trader in the Territories, and who in respect of that advance has agreed to come out and work at a certain time, a certain date. A voluntary native is a native who goes to one of our district offices and offers himself for work, and receives the rail fare and comes up. (Mr Meyer): The assisted voluntary. (Mr Roberts): There are other voluntary natives who go to the railway station, buy their ticket, and come up on their own

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initiative entirely.

MR LUCAS : That native saves the interest on his fare ?--- Yes.

He does not pay you interest ?--- There is one point which is very important. We have a seasonal variation in the supply of native labour. That variation embarrasses the mines to a very large extent, as you can very well understand. You have your organisation dislocated by reason of the fact that sometimes you have a plenitude of native labour, and at other times you have a scarcity of native labour. It is bad for the European as well; it means that we have got to keep a skeleton staff made up of some redundant men, or we have got to dismiss some men because we are short of labour. Well, that is undesirable; therefore we are entitled to try and equalise the supply, and so on. The recruiters assist materially in that respect.

How, Mr Roberts ?--- Because, having given the native an advance, they can go to the native and say, "It is time for you to go out," and they can prevent that native staying. The native is under an obligation to come out when he is told.

It is really a form of compulsion, to that extent ?--- Well, I suppose you can put it that way. (Mr Mayer): I don't think so at all; I disagree there. The native contracts himself when he receives the advance; he legally contracts himself although the form of contract may not be completed. But a verbal contract is just as binding, in that case.

That is not my point, Mr Mayer. It is the one Mr Roberts dealt with: the trader will lend money at a time when the mines don't want workers, but at the time when they want them, the trader will go along and say, "Now you have got to go, or else I will make you pay," or something like that ?--- (Mr Mayer): The trader certainly advances money to

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the native, on the understanding that when he is called upon, he will go to work; which is certainly a justifiable proceeding.

MR MOSTERT : Within a specified time ?--- Within a specified time. Proclamation 77, it is, applying to the Transkeian territories.

MR MOSTERT : Mr Chairman, while we are on this point I would like to ask Mr Roberts the question: is the time ripe to-day to do away with your N.R.C. organisation in the Native Territories and depend on voluntary boys ?--- (Mr Roberts): Most decidedly not.

MR LUCAS : Mr Roberts, I was not suggesting that.

MR MOSTERT : Therefore, that being the case, it is necessary for the mining industry to have such an organisation ?--- Yes.

That organisation is run naturally at a big cost to the mining industry, and therefore any voluntary boys that happen to come along cannot in the ordinary way be picked out and told, "You are to earn more money now." Isn't that the point you mean ?--- (Mr Roberts): Yes: I think it would be a very serious mistake. Mr Chairman, may I deal with this matter of unemployment in towns that Mr Lucas referred to ?

THE CHAIRMAN : Yes, certainly ?--- (Mr Roberts): In the first place I want to say that we require a high standard of physical fitness for work underground. We will not allow men who are not physically fit, and approved by our doctors, to work underground. And a great number of these unemployed people in the town have not got that necessary standard of physical fitness. As an example, I will mention that about a month ago, I think it was, we were told by the Native Affairs Department that there was considerable unemployment in the

town of Graaf Reinet, and at Smithfield in the Orange Free State. Well, we asked Mr Douglas, our representative in the Kingwilliamstown district, I think it was, to go to Graaf Reinet and see if he could do anything to relieve the unemployment there amongst the natives. There were about 200 natives paraded. A number of those people were coloured; they were mostly Hottentots. The nett result of it was that ten natives volunteered to come and work on the mines; ten out of the whole lot. Three of the ten were physically unfit. The remaining seven are now at work. That is our experience there.

MR LUCAS : Is that Graaf Reinet ?--- That is Graaf Reinet - about a month ago.

That is a very poor district ?--- Then with regard to Smithfield, we sent Mr Gedye to Smithfield; he saw the compound manager or the magistrate; any_way, they were paraded, about seventy natives and coloured people generally. They were mostly farm labourers, that type, unfit for mine work. The nett result of the visit there was three natives.

We were told in the Free State that you were taking natives in several of the towns, and that you had got a substantial number from Bloemfontein and Kroonstad ?--- We have never had a substantial number from any of those towns. Some couple of years ago or so, when we were very short of labour, we started an organisation around the coast ports; there was Capetown, Port Elizabeth, East London, and I don't know whether we did Durban or not. (Mr Mayer: Yes, we did Durban also.) (Mr Roberts): Our organisation went and combed out those people who were said to be unemployed and said to be wanting employment, and so on. The nett result of that was practically negligible.

THE CHAIRMAN : On this point, what do you think is the

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reason why you have got so few ?--- (Mr Roberts): From these places ?

Yes ?--- Because that type of native for some reason or other in the first place is not attracted by mine work, and in the second place he does not want to go underground; and in the third place, taking them as a class, they are physically unfit for the job.

Of the two, the desire to go, and rejection by the medical officer, which is the more important for those towns ?--- I am just guessing at that: I think the desire to go. (Mr Mayer): May I deal with that ? In the first place the greater factor is the absence of a desire to work on the mines; that is to say, out of a given population you get a remarkably small number of natives who would volunteer to work on the mines. Then again comes the condition of physical fitness; and a considerably greater proportion of natives in those towns are rejected for unfitness than is the case in the Transkeian territories, for instance.

THE CHAIRMAN : Have you figures for those towns for any specific period ?--- (Mr Mayer): Yes.

Showing the number that were medically examined, and the number that were rejected on medical examination ?--- (Mr Mayer): Yes, we can provide that.

Will you please supply us with such figures ?--- Yes.

MAJOR ANDERSON : Do you take on any natives of a lower standard for surface work ?--- (Mr Mayer): We do, when surface work is available. We give first preference to the natives who have returned for underground work.

SENATOR VAN NIEKERK : How do you regulate your importation ? I suppose you saw all the questions in the House, regarding the sudden stoppage in the Transkei. Now if you have got a surplus of labour offering in the Union, can you counteract that by limiting your importation ?--- (Mr

/ Roberts):

Roberts): Yes, we have done that; Mr Mayer will give you particulars of that. (Mr Mayer): We did do that. In the months of February and March of this year we restricted the native labour supply very greatly, for the obvious reason that we had more natives offering themselves for work on the mines than we could usefully employ.

THE CHAIRMAN : Was the restriction applied on the same percentage basis throughout the whole of your two organisations, the N.R.C. and the W.N.L.A., or was a differential proportion applied to either ?--- (Mr Roberts): We restricted the East Coast supply to a much greater extent than we restricted the supply from the Union.

What percentages ?--- (Mr Roberts): Under the Convention we are entitled at the moment, I think, to employ something like 95,000. Actually we are employing 65,000 plus 12,000. Including the collieries we are, roughly speaking, at the moment employing 77,000 East Coast natives, whereas we are entitled to employ 95,000.

MR LUCAS : I took it from reading your reports that you could not understand why you were not getting as many East Coast natives as you were entitled to get: I have a note down to ask you what the reason is ?--- That is more an anticipated difficulty. We will come to that later.

You are suggesting now you have stopped a certain amount of your recruiting -- at least, you do not recruit in Portuguese East. Perhaps it would be better to put it this way: are you actually rejecting natives who want to come now in Portuguese East ?--- Yes.

When they come to you to work on the mines, are you receiving them ?--- (Mr Roberts): Mr Mayer will explain that, too. (Mr Mayer): We refuse them in their own territories. (Mr Roberts): We don't wait until they come here.

MR MOSTERT : In other words, you are reducing your quota ?--- (Mr Mayer): We have reduced it.

THE CHAIRMAN : Your quota for your recruiter is fixed on the basis of the employment over a definite period of last year ?--- (Mr Mayer): Of the supply.

The supply that each recruiter sends forward ?--- Yes, over nine months.

Over nine months of last year ?--- Yes.

Do you apply the basis of nine months of last year to your W.N.L.A. recruiters, too ?--- No, that is a different system entirely.

Is it possible to compare the ratio of limitation on Union recruiters with the ratio of limitation on Portuguese East African natives ?--- No: I should not think it would be fair to attempt anything of that sort.

Would you just explain, for the benefit of the Commissioners the two methods of limitation that you apply to the Union, and to the non-Union, natives ?--- (Mr Mayer): During the months of February and March, dealing with the Union and British Protectorate natives coming from those sources, we restricted the supply to one-half of the average supply of the first nine months of the previous year. That is, for February and March. That restriction has been removed; it was removed in April. At present there is no restriction in the Union or in the British Protectorates. Dealing with the East Coast supply, there is no recruitment, as was pointed out.

SENATOR VAN NIEKERK : Has that been stopped ?--- We have never recruited, in the strict sense of the term.

THE CHAIRMAN : You have paid officials ?--- We have paid officials. The natives themselves present themselves at our various camps in Portuguese territory and offer to be sent down to the mines to work. A considerably larger

number could be obtained than were permitted to be sent forward now. In that case what we do is to tell our chief representative in Lourenco Marques that not more than a given number of natives must be despatched.

MR LUCAS : May I just interrupt here to quote Mr P.M. Anderson's speech to the Native Recruiting Corporation in October last: he deals with the number of East Coast natives you were allowed to have, and he says, "We were therefore about 12,000 short of our full permissible complement of East Coast natives at the end of last June; and there has been a further loss of some 1,100 up to last Monday, when the number of East Coast natives employed had fallen to 74,903. The terms of the Convention are such that we cannot hope to maintain the quota of East Coast natives it allows, and we must budget for an East Coast force of about 20,000 less than in 1928." ?--- That is correct.

That is in conflict with what you have just said ?--- I don't think so.

He said, "We cannot hope to get the number that the quota allows" ?--- There is a margin of 17,000 or 18,000 natives. We are entitled at the present moment to employ 90,000 East Coast natives; we have actually, including the collieries, something like 77,000.

THE CHAIRMAN : The number that you supplied to your agent at Lourenco Marques, which must not be exceeded, how is that determined ?--- (Mr Mayer): In February, when we restricted the supply of British South African natives, we reduced the permissible supply of East Coast natives by 400 per week.

How was that figure of 400 arrived at ? Why wasn't it 500 or 200 ?--- We must maintain our connection with the East Coast.

/ My point

My point is, you must have some particular reason for basing it on 400 rather than on any other number of hundreds ?--- I don't think there is any special reason. We considered that a reduction should be made, and 400 a week is rather a considerable reduction.

What is your normal supply per week, in February, from the East Coast ?--- We are getting 700 a week. We were getting about 800 a week, I think it was; we reduced it to 500 straight-away; we reduced it another 100 since.

Is that restriction still in force ?--- Yes, it is still in force, although we have removed the restriction from the British South African supply. (Mr Limebeer): In 1930 we recruited 44,000 natives in Portuguese East Africa. Of course they do not come forward at the same rate per month right through the year, but it is an average of something under 4,000 a month.

SENATOR VAN NIEKERK : Your 95,000: is that a number that you may actually recruit, or is it a number you may actually have in your employ ?--- (Mr Roberts: In our employ.

THE CHAIRMAN : Do you know whether February is a heavy month for the East Coast native ?--- (Mr Limebeer): No; these are the year's figures. (Mr Mayer): February is not so heavy a month as January.

February, in general ?--- (Mr Mayer): You mean including South African natives ?

I know that the seasonal factor is not so important with the East African native as with the E.S.A. native ?--- That is so.

But there is a certain amount of the seasonal factor there too ?--- Yes.

Now you have limited them to 400 a week, that is somewhere in the neighbourhood of 1,700 or 1,800 per month; that

would seem on the average to be a more than 50 per cent limitation. On the other hand, if February is a poor month, it may not be a more than 50 per cent limitation. That is why I am anxious to get the February figure ?--- (Mr Mayer): You mean, normally is February a poor month ?

Yes ?--- With regard to the East Coast supply ?

Yes: East Coast purely ?--- No, I don't think it is a poor month, specially. The fluctuations in the East Coast supply are not so great as with the British South African. I don't think we feel it to the same extent - the seasonal difference, the seasonal changes. (Mr Limebeer): February seems to be very nearly the average.

Have you the February figure for 1930 ?--- (Mr Limebeer): In February we got 4,152; and the number dropped from 5,147 in January; you see it is going down to 3,000 odd in June. So that February seems to be somewhere near the average.

THE CHAIRMAN : That would look like a 50 per cent limitation ?--- (Mr Mayer): Of the contracted natives ? What I am referring to now is the contracted native supplied by our organisation, as in the case of the British South African native; he comes to us through other ports, not through Lourenco Marques. We obtain natives from points on the Transvaal and Portuguese border. I am not referring to those.

Do they come in voluntarily ?--- They come in voluntarily

MR MOSTERT : Are they clandestine natives ?--- They are commonly referred to as clandestine natives.

THE CHAIRMAN : That limitation is still in force: is there any reason for keeping that limitation in force, when the limitation has been removed in the Union ?--- (Mr Mayer): Oh yes: we are trying and doing all we can to give preference

/ to the

to the Union native.

MR LUCAS : When did the limitation come in ?--- In February.

This year ?--- This year. It just existed for two months in the Union and British South African Territories.

I still find it difficult to reconcile what you say as to policy with the speech of Mr Anderson, as President of the Chamber of Mines, last October, as I find, further on in the same speech, he says, dealing with the same thing, about not being able to maintain the quota that the Convention allowed: "That is an ominous prospect and it behoves us to consider whether and how the East Coast loss may be compensated" ?--- Yes.

That is dealing with the position on the 20th October, 1930 - the actual date is mentioned ?--- Yes. If we removed the restriction on the importation of East Coast natives through Lourenco Marques, that is, the contracted native, there is not the slightest doubt that we should get a larger number of natives than we are getting now. There is a reserve of natives.

There may be some special reason for taking those figures last October ?--- As I say, we have a margin of 17,000 or 18,000 natives as between the actual number employed and the number permitted to be employed; and if we remove the restriction we should get a larger number than we do, but we should not get anything like the number permitted by the Convention. We might get an extra couple of thousand natives if we removed the restriction, but I don't think we should get more. I do not think the reservoir is inexhaustible, by any means. I think we might benefit to some extent by removing the restriction so far as it would affect the natives

who are actually asking to be engaged and being refused, by reason of the restriction; but we should not get 17,000 or 18,000 natives in addition to those we have. Then one has to consider also the effect of the provisions of the Mozambique Convention. The average length of service - it used to be, before the Convention, I think 21 or 22 months; to-day a native may not work for more than 18 months. The average period of employment I suppose is about 15 months. Then again there is the other consideration that a native, after having worked for 18 months on the mines, must compulsorily be repatriated, and he may not be re-engaged until he has been at home for a further six months.

MR MOSTERT : It curtails your period of service ?--- It curtails the period of service. (Mr Roberts): And increases the turnover. (Mr Mayer): It reduces the volume of labour available.

THE CHAIRMAN : Have you the figures for the number of contracted East Coast natives taken on for February and March this year ?--- We can supply those.

MR LUCAS : The point you have just mentioned illustrates in one way how the imported native actually keeps down the position of the local native. Most of your boss boys on a mine like Mr Butlin's were East Coast natives, primarily because they stayed for long periods. Now that led to a sort of monopoly for the East Coast native. Since you have not been able to keep your East Coast natives more than 18 months, Mr Butlin's and a number of other mines have developed a scheme by which they are getting perfectly satisfactory local natives for that position. Now cannot the industry see the importance of looking to the interests of the local natives, and with the view as soon as possible of making all

the openings available for them, without this pressure from outside ?--- (Mr Mayer): I think the industry is doing that.

What else are they doing ? They did that under compulsion, with the Convention ?--- (Mr Butlin): I think you are wrong there.

Had you started that scheme before the Convention came in ?--- No, but several other mines had. On the Crown Mines it has been in force for years.

Any others ?--- (Mr Roberts): The Nourse Mines; the E.R.P.M.; on slightly different lines. But the attempt to train natives, boss boys, has been in vogue on the mines here for years.

That is not the point. I am not talking about training boss boys, but of being driven to make use of South African natives. The assumption, as I understand it, was that the Union native would not make a boss boy; but that now, you have been compelled to turn to him, and apparently he is turning out quite satisfactory. Isn't that the position ? I am not talking about training boss boys, but training the South African native because you cannot get your East Coast natives ?--- (Mr Roberts): I don't think it has made any difference. Modder Bee at one time had a very high percentage of East Coast natives -- I don't know what they have got now. (Mr Butlin): We had about 92 per cent, at one time, and a big number of very long service boys. To-day we have dropped to under 50 per cent. I was naturally perturbed at the position, and one could see we were going to lose those long service natives, and we had to make arrangements accordingly.

Is it correct that, with the mines generally, the boss boys were usually East Coast natives, predominantly ?--- (Mr Roberts): Yes, I think you can say that. A figure comes into

my mind -- whether it is correct, or not, I could not tell you, but I am rather inclined to think we had a figure taken out some years ago, and we found that about 54 per cent of the boss boys were East Coast boys.

And the East Coast natives represented something like 40 per cent of your total ?--- Yes. Of course, if you go back, in point of time, I remember in 1908 we were making special efforts to introduce mining to the Cape Colony boy, - the Cape Province boy. We used to have them brought up and used on roads, just to educate them and let them see the mines. There were very few natives from the Cape employed on the mines in those days; it has been a gradual process of educating these people to work on the mines; and I think the industry has made enormous strides, really.

Enormous strides in what direction ?--- Enormous strides in industrialising these natives from the Cape territory.

To come back to the point we drifted away from, the position in the towns, about getting natives in the towns: I think the evidence was that the chief factor was there was no desire on the part of those natives to work in the mines. Now do you dispute Mr Thompson's evidence that it is economic pressure that drives the Transkei native to the mines; there may be a few individuals who might have a perverted taste and like mining work, but as a whole it is economic pressure ?--- (Mr Roberts): It drives most of us to work, Mr Chairman.

That is a different point. It drives us to work, but we are able to choose our work

DR ROBERTS : You don't work ! ?--- (Mr Roberts): Don't I ? I am sweating now !

MR LUCAS : So that the economic pressure in the towns is still not enough to drive them to you. Do you want them driven down to the level where they will have to work for you,

or isn't it worth while exploring methods of making it feasible to attract them ?--- (Mr Mayer): What method would you suggest ?

I suggested one to you that might attract natives, by saying those that are not recruited, you will pay more to, to save recruiting fees; it won't cost the mines a penny more than they are paying to-day ?--- (Mr Roberts): I don't agree with that suggestion. I have discussed that before. In any event, we want a reduction in cost.

Mr Anderson, giving evidence before the Low Grade Ore Commission, had to admit he could not contemplate any reduction in native wages; that is the way he is reported ?--- We don't want to reduce native wages, but we don't want to increase them.

DR ROBERTS : You mean you cannot increase them ?--- We cannot increase them.

It is not that you don't want to ?--- No.

MR MOSTERT : If gold is £5 an ounce, you could increase native wages ?--- I don't know what we would do then.

MR LUCAS : When it was over £5, you did very little in the way of increasing native wages. You increased white wages ?--- We spent hundreds of thousands of pounds in keeping down the cost of living to the natives. That is well known; that is thoroughly well known.

I would like to ask you, Mr Roberts, whether you approve of this: this is what Mr Anderson is reported to have said. "He did not ask for the application of his proposal about the reduction of wages to natives, because they are already at a low level, and do not increase as the natives' needs increase. The native's standard of living is going up, but his wages are not higher in proportion." Do you think that is a correct statement ?--- I know nothing about the native's standard

of living in the Territories at all. I have never been there, Mr Lucas.

Taking it generally ?--- I don't know anything about the native's standard of living in the Territories; I have never visited the Native Territories.

I think I saw in one of your statements that native wages had gone up, as against 1913 or 1914, by 12.9 per cent. Is not a great deal of that accounted for by the fact that in that period you introduced machine drills and piece-work for the native, so that the average wage has gone up because of the increased earnings of that special class ?--- (Mr Roberts): Mr Chairman, you cannot generalise in that matter. I would like to refer to a statement which we have in here. I think it would clarify the position a little, in replying to the question Mr Lucas is asking me. (Mr Roberts hands in to Commission Circular No. T.A.C.9/31: comparison between work of natives and coloured persons.) (Mr Roberts): This statement illustrates the kind of change which is constantly going on on the mines. I think it will be of interest to the Commission as showing the change which has taken place in the matter of hand-stopping and machine work.

MR MOSTERT : It is an enormous thing ?--- It is an enormous thing. Mr Mostert says it is staggering. You will notice the number of natives employed on machine stopping in the last six months of 1914 is 11,664, as against the first six months of 1930, 14,109. There is a slight increase there; there is an increase there of 2,500. Now with the hand-stopping there is a decrease from 32,700 to 4,468.

DR ROBERTS : How do you account for the increase in tramming and shovelling and so on, from 3,000 to 7,000 ?--- Tramming and shovelling has increased from 37,700 to 71,752. There is an enormous increase there. Take the support

of workings: that has increased from 8,239 to 25,579; an increase there of over 17,000 natives in totally unproductive work.

MR LUCAS : One point in this connection: how many coloured people have you altogether on the mines - coloured apart from natives ?--- (Mr Mayer): 1,220.

It is an insignificant number, comparatively ?--- Yes; there are very few.

We can ignore them ?--- Yes. (Mr Roberts): May I answer Senator Roberts' question now - the reason why the tramping and shovelling has increased so much. There are two or three reasons. I must explain first of all that a number of these changes, that is to say, the changes in the method of stopping from hand to machine, and the decrease in the hand method, have arisen through the introduction of a machine drill called a jackhammer. The jackhammer is a convenient light machine; it weighs from 40 to 60 pounds, depending on the purpose for which it is used, and averaging about 50 pounds; a highly portable and very handy machine. This machine has taken the place of machines which were in use prior to 1914 and so on, weighing about 320 pounds each; enormously heavy machines that had to be rigged up on bars, that could not be lifted except by two or three people at a time. The new machine, on the other hand, can be carried about conveniently by any-one. The new machine has made it possible, by reason of the fact that it drills rapidly and drills a smaller hole than the old big machines drilled -- because with machines of that weight, the old-fashioned weight, you had to drill big holes in order to get plenty of explosives into them so that they would break enough ground to justify their use: whereas with the little machines, the light machines, we drill smaller holes, and we put less

burden on the holes; that is to say, we require each hole to break much less stuff than we used to require for the big heavy machines. As a consequence of that we are able to work at narrower stoping widths; the use of a large number of smaller holes will permit hanging to be kept up which in the old days used to fall down, by reason of the heavy explosives used. And the general size of the machine also enables us to work in smaller working places. Our average stoping width has come down, speaking from memory, from in the neighbourhood of 60 inches or thereabouts in 1914, to somewhere under 50 inches to-day.

THE CHAIRMAN : The figures are given here ?--- Yes, the figures are given here. May I just finish this explanation ? Mining at narrower width has made payable ground which in 1914 could not be worked, because gold, as you understand, is contained in the same narrow reefs, and if we can get that out without accompanying waste, without too much waste accompanying it, the thing pays. But if by reason of the size of our machines we have got to carry a wide stope on the Witwatersrand, and bring out a lot of waste, the stuff is diluted to such an extent with waste, that it does not pay. Now it follows again that in working these narrower widths we have to mine a larger area for a given tonnage; so to obtain 30 odd million tons a year in the old days, we would have to mine a smaller area, because we took it out wider and got more to bring into the area. With a narrower width there is a larger area to be trammed and shovelled and swept and cleaned, and it requires more labour per ton. Another thing is this: in the old days when we were using natives on hand drilling, these natives were required to do a certain amount of shovelling; they had to do the shovelling, as a

matter of fact, because they could not start drilling until the face of the stopes had been cleaned back, so as to enable them to commence to drill. Those natives used to do a certain amount of shovelling; it was in their contract that they had to do shovelling not exceeding two hours before they commenced drilling or to clean the face from the preceding blast. That shovelling in machine stoping has to be done by special boys, and not by the old hammer boys; that gives rise to that increase. Now in the matter of the support of workings, that I think the Commission will readily understand: as these mines get deeper, and as the workings get more extensive, the weight of the hanging becomes greater; and the necessity for an increased amount of support becomes evident. (Mr Butlin): To-day you are stoping probably double the fathomage that you stoped five or six years ago, and therefore you have to support a greater number of fathoms to-day than you did in those times, because of the very much bigger area.

MR LUCAS : What you have said has some bearing on the point, but it is not clear to me yet why the tramming and shovelling has fallen as far as these figures show ?--- (Mr Roberts): I think it is dealt with in the cover note. This happens to be an internal circular, really.

Does the machine driller now have to do his two hours per shift ?--- No: it would never pay us.

THE CHAIRMAN : According to the cover note, if I read it correctly, the shovelling done in 1914 by drill boys was not regarded as shovelling at all ?--- No. Put it this way: the shovel boys, the boys employed exclusively on shovelling in those days got the credit for the tonnage which was shovelled by the hammer boys. That is why the comparison is wrong.

MR LUCAS : I have not had time, because of the short time in which these papers have been in our hands, to master all these points. But take this schedule of wages document under piece-work: isn't there a reference there to shovelling by piece-workers who are doing drilling ?--- That is hand drilling.

They still do that ?--- The natives employed on hammer work still have to do shovelling.

As part of their contract ?--- Yes.

Up to two hours ?--- It is to clear the face; but not exceeding two hours. But might I say that of the hammer natives to-day, there are very few on what I might call straight stoping. If you look at the tabulation that we handed in: this is the fathoms stoped and percentage of the total, in the middle of the page. Machine stoping in 1914 was 47.9 per cent of the total; hand-stoping, 52.1; whereas now machine stoping is 95.5 per cent, and hand-stoping is only 4.5 per cent.

MR MOSTERT : When you speak about machine stoping, I suppose you mean the jackhammer with it ?--- Yes.

(Mr Butlin): I should doubt very much if there is any big machine stoping to-day; they are all Jackhammer stoping.

(Mr Roberts): If there are any ... (Mr Butlin: There should not be).

(Mr Roberts): If there are any, it would surprise me enormously. We have got a heavier machine - as we say, they vary from 40 to 60 pounds, averaging about 50 pounds, depending on the job for which they are used.

You have scrapped all these old ones ?--- (Mr Roberts): Absolutely. I must say natives employed on machines are not required to do any shovelling at all. They may have to take a shovel to scrape back a little bit, but they are not required to do any serious shovelling. It would not pay us.

MR LUGAS : What are the prospects of a larger number of your natives remaining longer periods with you, if some provision was made for them to have their families with them for a time ?--- (Mr Roberts): I don't know; that goes into the native psychology. I really would not like to express an opinion on that. Some of the mines have in times past made a feature of a location for married natives.

MR ROBERTS : With what result ?--- I think the results on the whole have been rather unsatisfactory. The respectable natives dislike their women-folk to come up here. I think that is right, but I am not an authority on native custom.

THE CHAIRMAN : I held over just now a question on the subject of mine locations, so as not to break into the run of the other questions.

MR MOSTERT : I asked you the question, Mr Roberts, whether you have on your mines now native married quarters, that is, the natives not living in the compounds ?--- We have a list here: Mr Meyer had better deal with this. (Mr Mayer): The statement we have here, furnished by Mr Gedye, gives the name of the mines which provide quarters for some of their married natives. You see the total number, 1,474 natives, are so provided for. But the question of providing locations on the mines is one that has been considered many a time, and I think there has been a general consensus of opinion on that point which realises that it is impossible to make provision of that kind to any reasonable extent. It also has been pointed out, quite reasonably, that if married quarters of an extensive character were provided on the mines, the condition of the town native would progressively become worse.

/ THE CHAIRMAN :

THE CHAIRMAN : Why ?--- Because the progeny, the increase of the natives living in mine locations, would naturally spill over into the towns.

You mean it would create a bigger permanent population ?--- A bigger permanent native population in the towns.

MR MOSTERT : I would like to know from those mine managers -- Mr Butlin may be able to tell us -- is it satisfactory or unsatisfactory ?--- (Mr Butlin): In my case, satisfactory, Mr Mostert. Of course we have only got sixty houses, which is quite a small native village; but the results we have obtained are quite satisfactory, I consider.

What provision is really made for the married quarters ? You give them a house free ?--- We give them a house free; we give them rations free; and they have a minimum rate of half-a-crown a shift.

MAJOR ANDERSON : Rations for their families ?---Yes.

MR MOSTERT : Is it only a certain class of boy, the boss boy type ?--- Yes, special boys.

And what would be more or less the earning capacity of those boys ?--- 2s/6d up to 3s/- or 4s/-, I would say.

are these rations given according to their families ?--- According to their families, yes.

SENATOR VAN NIEKERK : Then you say you deduct 2s/6d a shift ?--- No: their minimum wage is half-a-crown a shift.

What do you deduct for the extra rations ?--- We deduct nothing; they are free. We give them free rations and free quarters.

THE CHAIRMAN : Are these married quarters places for natives of long service, whom you wish to reward specially ?--- (Mr Butlin): Well, as a matter of fact, Mr Chairman, most of them are long service natives; quite a number of them have been in the location since it was erected; that

is, in 1917.

SENATOR VAN NIEKERK : But you are not encouraging it ?--- No. It is quite sufficient to meet our requirements at the moment.

DR ROBERTS : What happens to the children now ? You have not been long enough there, perhaps, to see that ?--- (Mr. Butlin): Well, in some cases, sir, they have already started work on the mines.

So that you might have a perpetual succession of miners ?--- It might arise, yes.

THE CHAIRMAN : In actual practice there would be a very keen demand for these cottages ?--- We have a very long waiting list.

And therefore I take it you select your natives ?--- Yes: selected natives.

It is not purely the time a man has spent on the mines ?--- No.

But also his record ?--- Yes.

MR MOSTERT : How is it controlled ?--- We have a white supervisor.

SENATOR VAN NIEKERK : Is this another exception on the mines, married quarters ?--- There is quite a list showing it. (List handed to Senator van Niekerk.)

MAJOR A ANDERSON : The people who are occupying the married quarters, do they stay with you for long periods ?--- As I just stated, quite a large number have been there since the location was built.

When was that ?--- 1917.

MR MOSTERT : The rations you give them, is it the ordinary ration, or is it the usual ration given to the compounds ?--- (Mr. Butlin): The usual rations. We give them coal, we give them mealie meal, and beans, coffee.

/ Vegetables

Vegetables and meat ?--- I am not certain about meat.
(Mr Gedye): Yes, they give them meat. This is a location that has got a very good record, as far as I know.

THE CHAIRMAN : Do you give them a considerable amount of ground, too, on which they grow their own crops ?--- Yes: if they keep it clean, it does not matter really how much they have. We have plenty of ground that they can have. But they have got to keep it clean.

THE CHAIRMAN : Mr Mayer, you said it would not be practicable to introduce that system on any large scale. Would you give your reasons, please ?---(Mr Mayer): Well, the land would be difficult to obtain, for one thing, in many cases. Some mines may have sufficiently extensive land on which to establish a location, but so far as the tribal natives are concerned, they would not take advantage of it. I am quite sure of that. They would not bring their families up here. The experiment was tried, I remember, many years ago by Sir George Farrar, who purchased a farm or a couple of farms in the Waterberg district, and brought up, I forget what particular tribe -- I think they were Herreros(?) from Ovamboland, somewhere; he brought up a large number on the understanding, under some sort of contract that they would work periodically for the mines; the idea being that the E.R.P.M. would have a handy reservoir on which to draw for their mine labour. But it was not very successful. Natives came up and established themselves on the farms, and they did very well, agriculturally, and their stock increased. But when they were wanted for the mines, they definitely refused to go. That is a form of settlement that could not possibly be undertaken by the mines. As I say, the tribal native would not consider bringing his women-folk here from the Transkeian Territories;

/ nothing

nothing would induce him to bring his women-folk to Johannesburg with him.

THE CHAIRMAN : It would be a contamination ?--- It would mean an upheaval of tribal custom.

MR LUCAS : Take the case of these unemployed natives in the towns, town natives, and the number that is constantly drifting away from the farms with their families: they would have no objection to that sort of thing. Has anything been tried for them, or is there any objection to trying anything of that sort ?--- (Mr Mayer): I think they would object. The average town native would not under any conceivable circumstances work on the mines, even if you increased the wage say by 3d a shift.

Are you sure about that ?--- I am convinced.

Why do you make that statement ?--- I am convinced of it.

Why ?--- In the first place a very large proportion are educated, and their ambition is to teach and to preach that they have not got any further scope. I think Dr Roberts would agree with that.

I don't think you will get the Commission to agree with you on that. You may, some individual members. That is one of those old clichés which is not borne out by the facts. I am not saying that a lot of them don't want to work on the mines, but have you any other reason apart from that for saying that the natives who are finding it difficult to get employment in the towns now, would not work on the mines if you gave them these married location provisions, and paid them a wage at all commensurate with the town standard of living ?--- (Mr Mayer): It might be, if it were possible to offer inducements to bring these natives to the mines with their families; but the conditions under which it would be possible, from the mines' economic angle, would

not attract them.

If you give cottages free, and rations for families, and the other privileges that Mr Butlin has referred to -- and it apparently pays to do that for the long service native -- it seems to me those conditions would be attractive to a lot of natives to-day who won't go to the mines; they correspond more or less to town conditions ?--- (Mr Butlin): We had some very painful experiences with a few town natives we got in.

THE CHAIRMAN : In what way ?--- Kicking over the traces. In the locations in town they have got very much more liberty than we give them. They are very strict on liquor and points of that nature; and in every case we got rid of them.

MR LUCAS : You cannot say a system won't work because it has failed with two or three individuals ?--- Well, that is our experience, Mr Lucas.

Are they the only town natives you have ever had ?--- Fairly well, I think, yes.

MAJOR ANDERSON : What class of natives have you got in your married quarters ? Where do they come from, mostly ?--- (Mr Butlin): Union natives, 40; East Coast, 6; Cape boys, 14; and one Indian.

The Union natives, where do they come from ?--- Most of them come from the Territories.

They brought their families up with them ?--- We had a great deal of trouble, for a start; and Mr Schumacher, who was the Chairman at that time, told me to waive the matter of rent, to give them all the inducement possible. That was done. But for a long time we were very short of Union natives; they have come as the years have gone by.

But your location is established now; you have no

/ difficulty

difficulty in filling it ?--- No: we have a long waiting list.

The cost of building and providing these quarters, is justified by the extra labour you get out of the tenants ?--- It is very difficult to say. I should not think it was in that case. It cost a lot of money, over £7,000; but most of that is due to the water service and water-borne sewerage. These two items cost well over £2,000.

You would have to make a calculation on a large scale, whether it would pay you to house say half or a quarter of your labour force ?--- I should not like to give an opinion. We are catering for the special boys only.

MR LUCAS : Is not the main feature about that that attracts you, that you have got labour day in and day out, and not liable to leave at the end of six or nine months ?--- That is one of the attractions, certainly.

Is not that a very valuable one to the mines ?--- I don't know if it is so valuable as you think. I remember several doctors criticised the whole thing when it was put up, saying probably we would have revages of T.B. and all that sort of trouble through boys having continuous service underground. With us, with a small number, it has not shown up, but the medical men warned me on that point.

THE CHAIRMAN : Are these location dwellers employed underground ?--- Twenty of them I think are underground.

The rest are on the surface ?--- The rest are on the surface. (Mr Gedye): Most of these boys are native clerks, and head boys; people of that kind, who get these houses in the locations; special boys we don't want to lose, whom we want to keep on the mines.

SENATOR VAN NIEKERK : You would not be able to make it a general principle ?--- I don't think so. You could not control them.

You might control them, but would you be able to stand the expense ?--- We have great difficulty in controlling what we have got now; liquor, prostitution, no end of trouble.

THE CHAIRMAN : Is that your experience still, that they are difficult to control ?--- (Mr Butlin): The ones we have got are not; they are a very law abiding community there, I would say. But we have had trouble at times. But giving them rent free and rations free, you have a big hold on them.

I should think so! ?--- (Mr Roberts): Of course they are selected natives. (Mr Butlin): But you have trouble; they go and pay rent somewhere else themselves.

MR MOSTERT : Do you find much illicit liquor selling ?--- Very little; we always watch that.

THE CHAIRMAN : You have got a fence round your place, haven't you ?--- We had to put it up.

Control of illicit liquor selling is very easy for you?--- That is one of the conditions the Native Affairs Department allowed us to build it on, to be fenced in, and to have a white supervisor. (Mr Roberts): Mr Chairman, I believe the Transvaal Collieries experimented in the matter of locations, huts in locations, and I understand that the Native Affairs Department discourages it very largely. These places are very difficult to control on a big scale. The municipal location, for instance, at such a place as Benoni, is notorious for irregularities.

MR LUCAS : It is a very bad location altogether ?--- Yes. I don't know what it is like now, but some years ago it was simply a notorious place for irregularities. And there is another feature, too, I would like to refer to, and that is this, that all mines have a definite life. The end of a mine will come sooner or later. And I think it is a

very big problem, if we are going to bring natives from the Territories and establish them here, and let them have their children and grow up detribalized; let them grow up without a home any more; and then in the course of years find themselves here in proximity to Johannesburg with an insufficient number of mines running, and so on.

MR LUCAS: That is a strong case, but the other does not apply to the point I put to Mr Mayer, about getting the natives who are already detribalized, who are living in or around the towns, or who are drifting into the towns.

SENATOR VAN NIEKERK: You will only be opening up more places for new ones.

THE CHAIRMAN: I think we had better adjourn at this stage, until 2.30. (Luncheon adjournment.)

Resumption, 2.30 p.m.

MR LUCAS: Mr Roberts, with regard to this big sheet, these natives getting 10s/- and upwards, what sort of work would they be on?--- Two of them are jackhammer boys, apparently.

I see: you tabulate their classification?--- Yes.

Would they be doing ordinary work and be members of a large class, or would they be on any form of skilled work or unsk semi-skilled work?--- Underground they would be doing ordinary work; on surface they might be doing special work.

Keeping in mind the question I raised this morning, about the possibility of making the pay better, more attractive, so as to attract a number of natives to the mines, and at the same time bearing in mind the desirability of not increasing your costs, or increasing them as little as possible, what would be the effect of being able to abolish the colour bar?--- (Mr Roberts): Well, there are two sides to the colour bar.

Deal with it as fully as you like ?--- First of all, there is the Mining Regulations question.

And custom ?--- Yes. Certain of the mining regulations have been designed ostensibly for safety and health; actually, to increase the scope of employment for Europeans.

Could you just mention those - not the numbers, but what the occupations are ?--- It is not so much a matter of occupations as it is a matter of a performance of certain duties. Some of the colour bar regulations definitely lay down that work shall in the Transvaal and the Free State be performed by a scheduled person. A scheduled person, according to the Mines and Works Act, is a European, Cape coloured, St. Helena person or a Mauritius Creole. Those are scheduled persons. And some of the Mining Regulations lay down that certain work shall be performed only by a scheduled person. That is the colour bar regulation.

Is that under the old Mines and Works Act ?--- Yes, under the Mines and Works Act.

It was not affected by the Hildick Smith judgment ?--- That is the one, yes.

What I mean is, did the Hildick Smith judgment apply to the provisions of the Act which refer to scheduled persons, or to some other provisions ?--- In the days of the Hildick Smith judgment the words "white person" were used; and everyone knew that the use of the word "white," the discrimination of colour, was ultra vires the Act at that particular time. Since then there has been a Mines and Works Act, Amendment Act, 1926.

That is "The Colour Bar Act" ?--- Yes, that is "The Colour Bar Act." Now the Colour Bar Act has legalised the old colour bar.

Has it been brought into force ?--- Yes.

/ When ?

When ?--- It was brought into force -- I have not got my Mining Regulations with me.

DR ROBERTS : It is denied that it has been brought into force ?--- But it is in force. (Mr Mayer): The Mines and Works Regulations are distinct from the Act that Mr Lucas refers to as the colour bar. (Mr Roberts): No, it is the same. Mr Lucas is referring to the Mines and Works Act of 1911 - Act No. 26 of 1911. In that Act there was provision made for the framing of regulations; and regulations, known as the Mines and Works and Machinery Regulations, were framed under that Act. And in those regulations there were references to white persons being permitted to do certain work. Now the Hildick Smith judgment arose out of that - employing a native to do certain work which, according to the regulations framed under the Mines and Works Act, should be performed by a white person; and that judgment declared the regulations ultra vires - ultra vires the Act. And the Chamber of Mines at that time tacitly gave an undertaking - I don't say in detail - that they would not allow that judgment to influence them, for the simple reason that we all of us knew for years past that those colour bar regulations - that particular kind of colour bar regulation was ultra vires the Act. Since then there has been a Mines and Works Act, Amendment Act, which is known colloquially as the Colour Bar Act. That Colour Bar Act gave the Minister power to lay down the classes of work that could be performed by different people, and the different people are roughly described as "scheduled persons" and "non-scheduled persons." The non-scheduled persons are natives, Asiatics, and so on; while scheduled persons are Europeans, Cape coloured, Mauritius Creoles and St Helena persons.

/ MR LUCAS :

MR LUCAS : The point I put to you is, has any regulation been made under that Act ? Has it been applied by the Government in any way ?--- (Mr Roberts): No, not exactly. What happened is this, that there has been an amendment of the Mines and Works Act; there has been an amendment of the Regulations framed under the Mines and Works Act, and wherever in the old regulations the words "white person" were used, under the new regulation the words "scheduled person" are used.

And those regulations are in force ?--- Those regulations are in force. But I must say it has not materially altered the position, except in one or two respects, which I shall refer to later.

DR ROBERTS : Were not these Acts rather founded upon the original Act in the Transvaal brought in by General Smuts, very early, about 1905 or 1904 ?--- 1911 was the date of the Mines and Works Act.

I thought there was an earlier one than that ?--- There was one in 1903, a Transvaal Ordinance.

That is the one I mean. It does not matter ?--- The 1911 Act was based upon the old Transvaal Ordinance of 1903, but very largely elaborated, of course.

SENATOR VAN NIEKERK : But in practice the Colour Bar, as it is called to-day, has made no difference ?--- Practically no difference. But I just want to qualify that, when I say that there are two kinds of colour bar: three kinds of colour bar. There is first of all, the absolute prohibition of the employment of other people than white people in certain occupations. That constitutes the real colour bar. Then of course there is the sentimental colour bar, which establishes by custom that Europeans shall perform certain work. Now as an example of that, there is nothing

in the regulations to prevent a native being a manager of a mine, you see; but he is not the manager of a mine. There is no real regulation preventing that.

MR LUCAS : Is there a regulation that prevents him from being a miner ?--- Effectively, yes. There are numerous regulations that in effect prevent him from being a miner or ganger. I wish I had the regulations with me; I did not know you were going to discuss them. May I go on and explain the other phase of the Colour Bar Act ? Not exactly the colour bar, it is the insidious portion, the nuisance portion of the thing; that is, the Mining Regulations lay down that certain work can be performed only by the holder of a blasting certificate, and that the holder of the blasting certificate must do this work in person. Well, now, that wastes a lot of time, that sort of thing. There are a number of very simple operations underground which can be carried out by natives just as effectively, and indeed which ought to be carried out by natives, so as to save the supervisor's time, which the regulations lay down shall be carried out by the holder of a blasting certificate. Wetting down the working places, for instance; washing over with a hose, so as to damp things and prevent dust escaping; the Mining Regulations lay down that that shall be performed by the holder of a blasting certificate, with a ganger or miner in charge. And a ganger or miner as described in the regulations, is a scheduled person. The washing out of sockets, to determine whether they contain explosives, or not: that has to be done by the holder of a blasting certificate. There is no earthly reason why it should be. That is the third type of colour bar. First, the direct colour bar which lays down that scheduled persons shall do

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certain work. Then there is the sentimental colour bar, which we all understand quite well. And then there is that third insidious type of colour bar which provides that the holders of certain classes of certificates shall do certain work. A banksman, for instance, must be a certificated person. What on earth is the use of a certificate to a banksman, I fail to understand. Mr Butlin can amplify my remarks because he is employed now in the active management of a mine, and I am not. (Mr Butlin): I don't think I can add anything to what Mr Roberts has said on the point; I certainly agree with Mr Roberts' statement.

THE CHAIRMAN : That is a useful explanation to clear up the present situation, but as we are not dealing with Mining Regulations, I do not think it is necessary to go into further details on that point.

MR LUCAS : The other question I put was about the effect of the colour bar upon the possibility of raising native wages ?--- (Mr Roberts): The colour bar, per se, is one thing, but to organise or re-arrange your work, and conduct it with due regard to safety and health, and organise the work underground to the best advantage, that is another thing. If we were given freedom of opportunity to re-arrange our work and re-organise the thing, I believe that we could employ many fewer Europeans. Whether that would be desirable, or not, from the point of view of the policy of the country, is not for me to say. But in giving evidence before the Low Grade Ore Commission, the South African Labour Party, in advocating a six-hour day for Europeans, and an eight-hour day for natives, made out that we could, from the figures that they put forward, according to their own showing, we could do on an eight-hour basis with some 3,000 fewer men than we were already employing.

MR MOSTERT : 3,000 fewer Europeans ?--- 3,000 fewer Europeans, yes. In fairness to the Labour Party -- not that they want looking after from me -- I want to point out that they work it out something after this style. We were employing about 8,000 men -- say 10,000 men, underground; and we were working those men eight hours a day. That is, 80,000 European hours. They showed that we could do with 700 fewer by re-arrangement, and that we could work the remainder on a six-hour basis; so that that would bring it down to 55,000 European hours per day. If you take 55,000 European hours per day as sufficient supervision for the native labour force, then with re-arrangement and re-organisation we could do with 3,000 fewer men than we are employing. Then the next point is that Dr Pirow, the Government Mining Engineer, in giving evidence before the same Commission, the Low Grade Ore Commission - he had in mind that the mines could save an aggregate amount of human life and suffering and so on by re-organising the work underground in such a way that we could do with 5,000 fewer Europeans. In fairness again to Dr Pirow, when he put that suggestion forward he said he could not visualise this being done unless we found employment on the surface for the number of men displaced from underground.

MR MOSTERT : It would reduce your costs in phthisis ?--- Yes, it would reduce it.

It would, if you take half the men away ?--- I won't deal with that because it is a complicated subject. Anyway he advanced that in all seriousness, that by re-arrangement of underground work the mines could carry on with 5,000 fewer men underground. He did say that he would not contemplate any such thing unless these 5,000 men could be absorbed

somewhere on the surface; but still the fact remains that, whether they are absorbed or whether they are not, it is quite evident that we have a number of Europeans underground who are really not necessary. I think it is common knowledge that it is so: pressure from the Government, sentimental feelings, the Colour Bar Act, and those insidious regulations which I have referred to, have had the effect of compelling the mines to employ a large number of Europeans who are really not necessary for the proper carrying out of the work.

MR MOSTERT : What is your ratio now ?--- White to coloured, 1 to 9.6, I think. Now I am not advocating any policy: I am simply replying to a question. Your question was whether, if we had no colour bar and so on, we could advance the native. I want to say that the colour bar in itself is not the only thing; there are these other things, and more especially the Regulations. If we had a free hand to re-organise our work, with all due regard to safety and health, there is not the slightest doubt that we could do with a materially smaller number of men, Europeans; and that in consequence of the re-organisation, we would have to employ a larger number of leading hands and natives of the boss-boy type. We would have to increase their number; and to that extent there would be an enlarged scope for the employment of natives at a higher rate of pay.

MR LUCAS : Plus several millions a year available in part for increasing wages. Your white wages to-day, I see, are well over eight millions, while your native wages are somewhat under seven millions ?--- Six millions, European wages.

No, eight millions. ?--- (Mr Limebeer): I have the ratio figures now. 1929, 1 to 8.9. It has not changed much. 1928, 1 to 9.1; 1927 1 to 9.

MR LUCAS : Has your Chamber not prepared some statement some time during the last few years on this point that I have put to you ? I have some sort of recollection of seeing it. I may be confusing it.

THE CHAIRMAN : Perhaps to the Mining Regulations Commission ?--- (Mr Roberts): We prepared a statement on broad lines for the Mining Regulations Commission; but I don't think so, Mr Lucas. I would probably have had something to do with it if we prepared it, and Mr Limebeer would also. On the Low Grade Ore Commission the line of attitude we took on then was that there were certain restrictive regulations which prevented us making effective use of the time which was to be spent underground by natives, by reason of it being impossible under the regulations, as they then existed, for a place to be examined by deputy. That is to say, you could not have such a thing as an early morning examination, or night shift examination. The regulations as they stood then laid down that a working place had to be examined and made safe by the miner or ganger in charge of that particular place.

THE CHAIRMAN : Was that the Low Grade Mines or the Low Grade Ore Commission ?--- The Low Grade Mines. It is what was known as the Smuts amendment. The old regulation was a real incubus upon us; it really led to an enormous waste of time. Quite apart from the necessity for employing redundant men, it was a waste of time; and natives had to wait and wait until the miner, the actual individual who was in charge of that particular working place, came along and examined that working place. Now we are allowed to examine the working place to some extent by deputy, although even now the thing must be done by the holder of a blasting

certificate, which is nonsense.

SENATOR VAN NIEKERK : What proportions do you take as low grademines; what proportion in the industry ?--- Here is a statement, sir, showing the names of the mines and the working profit per ton, and you will find, I should say, that any mine making less than 2s/- a ton is a low grade mine. 2s/- a ton does not give sufficient margin. These are all working profits. In addition to the expenditure on the mine there are certain unavoidable charges such as certain forms of taxation, realisation charges, and so on, that do not go into the working profit. There are eleven of those mines working at less than 2s/- a ton.

DR ROBERTS : What is the lowest ?--- A loss of 2s/7d a ton by the City Deep.

MR LUCAS : Has not that been altered since - new management ?--- No, there is no new management. What they have done is, they have re-organised the work underground, and they intend to work on a given scale, and they hope by cutting out certain shafts, that they can make a profit. They have not done it yet.

Was not there actually new management in 1929 on the City Deep ?--- (Mr Butlin): In 1928, Mr Lucas. (Mr Roberts): But they have not done any better since.

THE CHAIRMAN : I take it this question of changing the Regulations will have been argued before the Low Grade Ore Commission ?--- It has not yet been argued before the Low Grade Ore Commission, but the Chamber has prepared a statement for submission to the Low Grade Ore Commission. The statement which has been prepared is very much on the lines of my discussion. We do not go into details, because after all the Mining Regulations per se are not one of the terms of reference of the Low Grade Ore Commission. But we want

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to show that the regulations do impose a burden. If you take individual regulations and consider them by themselves, well, they say the burden is very light; but when you take the aggregate effect of all these regulations, it is a very heavy burden indeed.

The scheme that Dr Pirow put forward, did that involve certain re-organisations above ground which would involve greater employment for whites ?--- Yes. There is no technical connection between the surface and the underground in Dr Pirow's scheme; nothing at all. But Dr Pirow said that he could not visualise any Government allowing any such re-organisation underground unless employment could be found on the surface for the men displaced. But the one was not consequent upon the other.

You could go on as you are doing now above ground while making the change underground ?--- We could do that. (Mr Butlin): Provided employment was found for the number of people who were brought up from underground, Mr Chairman. He definitely linked the two together. (Mr Roberts): He definitely linked the two together from a political point of view, but on the face of it we could re-organise the underground work without altering the surface work.

SENATOR VAN NIEKENK : Economically would that make a difference to you, if you had to employ the surplus underground men on the surface ?--- There is no point in changing if we simply get the redundancy on the surface instead of underground. We could save phthisis.

THE CHAIRMAN : That should make a very considerable reduction in your phthisis charges, surely ?--- Yes. Well, the point there is a very complicated one, and I would rather not discuss it in detail, because I am not thoroughly competent to do so. It is not in my department. It is the

miners' phthisis department; Mr Barry handles it. But I would just on broad lines point out that it does not make such a big difference as would at first appear, for the simple reason that about £400,000 a year which we contribute to the Miners' Phthisis Fund, is in respect of outstanding liability and cases already created; and we shall save nothing in respect of that by a decreased number. That, I believe, is one of the errors that some people fall into when they discuss the phthisis question.

On the other hand, in time that liability must disappear?--- Yes, that is so.

It is possible the mines may disappear before the liability?--- Yes, quite.

Every year that you have less liability underground, the charge on the mines for miners' phthisis must become smaller, obviously?--- Yes, that is true. Admitted, but it is not so much ...

Not to the extent of that £400,000, which is a fixed charge for as long as these people live; but I think it is a matter of some importance whether the charge on that scale keeps on accumulating against you, year after year?--- Yes.

MR MOSTERT: Wouldn't it be logical, if you cut the underground miners in half - in this particular case, 5,000 -- how many have you got?--- 10,000 underground.

By taking away 5,000 you cut it exactly in half?--- No, Mr Mostert.

I am referring to the suggestion under that scheme?--- In Dr Pirew's scheme you cannot cut the future production rate in half.

Therefore your miners' phthisis bill must be cut in half?--- No.

THE CHAIRMAN: The miners' phthisis rate for future

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liabilities ?--- That would be about half. It depends which way you do it, Mr Mostert. Ultimately, in the distant future, as Dr Holloway points out, the effect would be that. But in the meantime as far as it concerns us and our mines as they are to-day, for the next, 5, 6, 7, 8 or 10 years, something like that, the effect is very much less than one would suppose. And as I said just now, I would rather not go into the details, except the generalities; but broadly speaking, the reason is that about half of our annual contribution is in respect of past cases and outstanding liabilities. So that it is only half the amount that would be affected by this reduction. Now let us deal with the reduction. When you start throwing out men from underground, it is only natural that you shall discard the newcomers, the newer ones, the later comers. You keep your experienced men, naturally, quite apart from the fact that they are the more efficient; you naturally would like to stand by your old employees. Now the phthisis production rate among the older employees - that is, the ones who have been longest in the mines - is greater than amongst the newcomers. So you won't get the immediate advantage - not for several years.

MR LUCAS : Mr Roberts, wouldn't it be possible for the mines, if they could get authority to do that, to arrange for a sort of temporary pension scheme for those men, so that they could be put on to some other work for which the pay would have to be smaller, and that, plus the pension, would give them their present income, and save a good deal, which in the course of a few years, would amount to the whole lot ?--- (Mr Roberts): To be perfectly candid about the thing, I have not locked upon this scheme as having yet come within the bounds of practical politics, and I have

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consequently not worried very much about it. The time may come when some such re-organization as that will be regarded as within the realms of practical politics, and indeed desirable, from the point of view of the country. But at the moment the thing is rather nebulous; and we have got so much to do worrying about present problems, that I have not really put in much thought on this other one.

The reason I put it to you is, you spoke of this as desirable, but it was no use considering it because you had not got room for 5,000 people on the surface ?--- No.

I was suggesting something that might meet you half way, always with the idea of part of that saving going to make the conditions of the natives better ?--- (Mr Butlin): What line of employment on the surface would you suggest ?

I was not thinking only of that, but giving them some skilled job somewhere else, the wage for which, plus your pension, would give them the equivalent of what they are getting now ...

THE CHAIRMAN : Take that miners' phthisis contribution: you say that roughly £400,000 is a permanent charge ?--- (Mr Roberts): Yes, roughly.

From your remaining half, you are going to reduce the people exposed to the risk by one half. That represents £200,000. But your argument is that the people that will remain behind will carry a greater proportion; the 5,000 that will remain underground will carry a greater proportion of the risk than the 5,000 who go on the surface ?--- Yes.

Very well: let us make them carry a very considerably greater portion. In other words, instead of saving (saving) £200,000 on those that come to the surface now, you only save £100,000. That of course to the mines is a mere bagatelle, but it might almost seem worth saving ?--- Yes,

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if it could be done, I quite agree. It is a fair way of stating it. I am not wedding myself to this figure of exactly half; it is about that. Mr Linsbeer may know more exactly than I do.

SENATOR VAN NIEKERK : After all, when this is taken into consideration, surely the Government would not allow you to apply the same principle to your highly paying mines? That would apply only to the low grade mines: isn't that so?--- I don't know what they want to do. I think I remember hearing, or reading in the paper, that the Minister had said he would not differentiate between mine and mine. It is a very difficult principle, to allow one form of organisation in one mine, and to disallow it in another. I am afraid that type of differentiation would lead us into no end of difficulty with our men.

MR MOSTERT : Because every mine has got low grade ore in it?--- Every mine has got low grade ore, and every mine will become a low grade mine in due course. Mr Lucas was talking about the saving in one direction being applied to increasing the expenses in the other direction. I must say that I do not look at it from that point of view at all, but I suppose that is because I am a mining engineer. If I can see a saving, I say, "How can I apply this saving so that I can mine more stuff?"

SENATOR VAN NIEKERK : But you have got to employ either skilled men or you have got to employ semi-skilled natives. I am not concerned about the paying possibilities of the mines; but if you had to reduce these white men underground, and you have to substitute natives, it will only be a very small proportion of natives that would benefit by it. It would only be your boss boys. Now in what proportion do you employ boss boys as against ordinary

boys ?--- (Mr Roberts): Mr Chairman, a re-organisation such as Dr Pirow had in mind would involve a complete re-arrangement of work, and a complete re-organisation of work, a re-allocation of responsibility and duty. There would not be an actual replacement of an individual white man by an individual native. That could not be done that way.

I know that: but you would have to employ more responsible natives ?--- Yes, we would.

My question is, what would be the likely increase say in your boss boys, from the native point of view ?

THE CHAIRMAN : Would you substitute 5,000 white men in the aggregate for 5,000 natives ?--- No.

Would you want fewer natives or more natives ?--- We would want probably more natives; not many more.

Let us put it at 5,000 ?--- We would not want 5,000. If we got rid of 5,000 white men, I suppose we could carry on with say 1,000 more natives; that is all.

You mean you would give certain responsibility to natives who are there already ?--- Yes, to natives who are there already. I doubt very much whether we would increase the labour force. Mr Butlin, what do you think ?

(Mr Butlin): I think you would have to increase it more than 1,000.

MR LUCAS : I don't think you answered the point Mr van Niekerk put, as to what proportion of boss boys there would be to other boys working underground; whether that proportion is likely to be altered. Is there one boss boy to five or ten ?--- (Mr Butlin): In my mine we have an underground complement of about 3,200, and we have about 206 boss boys; about 1 to 15. (Mr Roberts): That is about it, about one in fifteen, Mr van Niekerk; and that would have to be increased

THE CHAIRMAN : But those boss boys whom you have now would get greater responsibility ?--- (Mr Roberts): Yes. / I

I should mention that in any sort of re-organisation of the kind referred to, the Mining Regulations would have to be altered, and it would have to be made possible to give responsibility to the natives, which is impossible under the existing regulations. (Mr Butlin): I think Dr Pirow outlined that. (Mr Roberts): He did outline it, yes. Under the existing regulations the native is regarded as a minor; he is regarded as a child; and although you can hold him responsible for his own acts, under the regulations, you cannot hold him responsible for the welfare of a number of natives. You can prosecute him if he starts rolling stones down upon them, or something like that, but you cannot place any effective responsibility on the native under the regulations.

MR LUCAS : Taking the native as you work with him, is he capable of taking the responsibility you want to give him ?--- A number of them, yes.

I did not mean that: but it is possible to train natives for the responsibility that you contemplate ?--- Yes. It will take some time, but there are on the mines to-day a number of very experienced natives, and remarkably good fellows, too, and it is astonishing how they have responded to education in such matters as first-aid. It is most gratifying, the way they have responded to first-aid instruction.

I was told there are white miners who give instructions that if an accident happens, that it is a native first-aid man who is to be called to look after them ?--- I have not heard that, but I should not be a bit surprised. They are extraordinarily good.

What is the boss boy's rate of pay ?--- It varies according to the boy. Mr Butlin might answer that.

(Mr Butlin): 2s/2d up to some getting 3s/6d. I should say my mine averages somewhere about 2s/6d per shift.

SENATOR VAN NIEKERK : He is getting less than some other workers ?--- Yes: I believe he gets less than some of these jackhammer boys drilling. They get top rates on the mine, I would say.

Are they under the boss boy ?--- No.

MR LUCAS : Who are under the boss boys ?--- He may have timber boys under him; he may have lashing and tramping boys.

And may they be on piece work ?--- Yes.

MAJOR ANDERSON : Do any of them earn more than the boss boy ?--- Not as a rule, because a boss boy shares in the piece-work; if the gang is on piece work, the boss boy shares in it. (Mr Roberts): The outstanding case where the workman earns more than the boss boy is on jackhammer work.

MR LUCAS : In this figure you gave us of average wages, would the boss boys be included in the non-piece-work ?--- (Mr Butlin): Where he is not on contract, he will be; but I think if he is on contract, he will be in the piece-work.

Which are they mostly on, contract or daily pay ?--- (Mr Butlin): It all depends on your mine, Mr Lucas. On my mine I would say that the majority of them are not on piece work. I believe on New Modder, probably the majority of the lashing and tramping boss boys would be on piece-work there.

On that basis then these boss boys' wages will substantially raise the average of the day's pay natives in the table you have given us ?--- Not to any great extent; one in fifteen.

It is one in fifteen of the total, but you have to bring it to about one in ten because of knocking a third off piece-work ?--- It would be more, wouldn't it ? Yes, you are right.

You were speaking a minute or two back of the impossibility of differentiating between mines. I feel that / case

case is unanswerable. But there seems to be some difference as regards wages, the wage scales; you have these two special provisions, one for Luipaardsvlei, one for Van Ryn. Why is that ?--- (Mr Roberts): Van Ryn is an outcrop concern; the mine just east of Benoni; and they have these different rates because the ground there is softer. And the Luipaardsvlei: I don't know. But there is one other reason which I might as well refer to, and that is, when the Native Recruiting Corporation was first formed, all the mines had different schedules and different arrangements, and so on; and the whole idea was to bring them more closely together so as to prevent this cut-throat competition for native labour, and the pirating of natives from one mine to another, and so on. So the Native Recruiting Corporation, which is a co-operative concern really, laid down, and it was agreed, that they should all come in and adopt the same kind of schedule. These people have got a lower schedule; no-one objected to a lower schedule; what one objected to was the competitive schedules. And these are standing over from those old days. But you will notice, Mr Lucas, that even on the other schedule, the main schedule, that schedule for hand-drilling is only for drilling in hard rock.

Yes, I saw that ?--- Then you have the prevailing rates for drilling in soft rock. So that although you see two lower schedules here, it does not follow that the mines drilling in the soft rock pay the higher schedule.

I don't know whether you have seen this graph that Mr Ballinger prepared: I think that was sent along to the Chamber for its comments ?--- (Mr Roberts): Something has gone wrong with those letters that you sent out.

This is on the fraction of a penny per inch, according to the inches drilled. You have not seen this ?--- No.

I had understood it was sent to you for your comments ?--- I have not seen it. It may have arrived, but I certainly have not seen it. (Mr Limebeer): I have not seen it.

There is something wrong: a whole month ago you were asked to deal with a number of these points ?--- (Mr Roberts): As I was telling you during the tea interval, the first I heard of our having to appear, was last Wednesday, at a quarter to five, and then we should have appeared yesterday.

I know this, that instructions were given that this was to be sent to you ?--- It won't take me long to go into it. (Mr Roberts inspects graph.)

It is taking your rates for drilling, and analysing what are suggested as the absurd results following from your scale. It is one penny per inch up vertically, and the number of inches horizontally ?--- Yes, I see it. (Mr Butlin): Is this hand-drilling ?

Yes ?--- We have got 4,468 boys on hand drilling - I think that is the figure. It is a negligible amount. But in any case the anomaly here is that we are paying too high for the first twenty inches. That is surely not a grievance from the native point of view ?

It drops with each inch for some time ?--- Yes. But don't you think the shoe is rather on the other foot ?

That happens in two or three other places further on, even in a fairly deep hole ?--- Well, the assumption is that a native may drill a fairly deep hole, the rock is softer, or he is in luck, and therefore the rate per inch can readily come down. This shows that we are over-paying these natives. That is what it shows.

THE CHAIRMAN : The first 23 inches, there is a dropping rate; but if a native drilled six inches ?--- He gets

9d from 6 to 11 inches.

If a native only drilled 6 inches in a shift, would that be any use at all ?--- None at all. It is simply to prevent the grievance arising through the loafer ticket business.

Does he get paid then if he drills only 6 inches ?--- If he drills 6 inches, he is paid 9d. (Mr Butlin): They do a certain amount of shovelling before they start.

This would include a certain amount of shovelling - the 9d ?--- Yes. (Mr Roberts): If he drills from 6 to 11 inches, he is paid 9d, but the hole itself, a 6 inch hole, is useless to us; absolutely useless. He is virtually paid for the shovelling.

SENATOR VAN NIEKERK : Wouldn't it be used the following day ?--- (Mr Roberts): That depends on circumstances. These holes are mostly drilled in stopes, and in stoping, with hand stoping, there are a series of holes all the way down the stope; I should think, on an average, about from 4 to 6 feet apart. In these days of hand stoping it is a very distinct disadvantage to have a bench left behind. It is quite true you can continue with that hole the following day, and to that extent gain a benefit; but the disadvantage of having the wretched thing left behind is much greater than the advantage of having that hole to drill the next day.

THE CHAIRMAN : You would in any case have to wash out that hole to make sure it had not an unexploded charge ?--- We very much dislike holes that are not completed. We want to blast them so that the following day we commence on a clean face. You may have to stop blasting.

What would be the shallowest hole that you would charge with dynamite ?--- In hand stoping the shallowest we used to charge was in the neighbourhood of 30 inches.

"Used to charge" ?--- Hand stoping nowadays is such a negligible thing. There are only 4,000 boys on the whole of the Witwatersrand doing hand drilling to-day. It is therefore negligible; and a lot of these boys are on reclamation work, I should think. (Mr Butlin): Yes.

SENATOR VAN NIEKERK : What effect has it on the boy that you don't pay for the first 6 inches ? Does he keep on until he has a proper depth, or must he get away at a certain time of the day ?

THE CHAIRMAN : He must get away at the end of the shift ?--- He must get away at the end of the shift, otherwise he would get blasted. A native is not allowed to leave his work -- it says so here -- until he has completed not less than

Finish your sentence ?--- Here it is: "No native employed on piece work other than hand drilling shall be entitled to cease work before the expiration of the working hours of the mine. No native employed on hand drilling shall be entitled to cease work before the expiration of the working hours of the mine unless he shall have performed the shovelling work called for in this schedule and in addition have completed 42 inches of drilling as directed." So a native employed on hand drilling must do the shovelling to clear the face in order to enable him to drill; and he is not entitled to cease work until he has drilled 42 inches, or until the end of the time, because he must cease work then, because of the blasting.

SENATOR VAN NIEKERK : How do you get over this waste of unfinished holes ?--- We don't have them; very rarely.

THE CHAIRMAN : Your point is in actual practice these holes are never drilled below 24 inches ?--- Very rarely, except by beginners.

So while the rate of pay may be altogether out of proportion, it does not occur in practice ?--- Not to any extent except with new boys. Another thing Mr Ballinger has overlooked, is that this includes payment for the shovelling.

Can you account for this peculiar peak, 36" to 38" ?

MR LUCAS : It is $\frac{1}{2}$ d an inch from 24 to 35 inches. At 35" he would get $1s/5\frac{1}{2}$ d; at 36" he gets 2s/- ?--- That is the task. The intention there, Mr Chairman

(Interposing): I want to give you something more.

After that for the next 5 inches he gets only $\frac{1}{2}$ d ?--- It is a nuisance, a thorough, complete nuisance, and inefficient, to have holes of varying length. If we want to run a stope on the 36" hole basis, all right, we know what we are doing. We don't want 32's and 35's; we want to induce the natives to complete the 36" hole. Then the same thing happens again. Some of the stopes, by reason of their width and nature of the rock, it pays us better to run on a 42" hole basis, and we want to encourage the natives to get the 42". You will find in those days when we were running hand stopes, we used to sort the natives out, so that here were 36" natives, and here were 42" natives; and the encouragement was directed to getting holes of those particular lengths drilled in the places where we wanted them drilled.

MR MOSTERT : You wanted uniformity ?--- Yes.

MR LUCAS : But when you set a 42" task, you give him a penny for every inch above that. It is a bit inconsistent, all the same ?--- He gets 2s/6d for the 42" hole.

But you give him a penny for every inch beyond, however inconvenient it may be to you to have a longer hole ?--- That is true. It is encouragement to the native.

MR MOSTERT : This is a great improvement on what it

used to be.

MR LUCAS : Do you have any loafer tickets now ?--- Well, those people that don't do the two hours' shovelling, and don't drill 6 inches, they don't get a ticket. Mr Limebeer will correct me if my memory is not right, but we are having 1,600 odd loafer shifts per month, roughly speaking. (Mr Limebeer): That is right; it is 1,600 loafer shifts. 171 hammer drill shifts, and about 4 million underground shifts altogether. So that the loafer tickets are quite negligible.

Are loafer tickets given for anything except hand drilling ?--- (Mr Roberts): Sometimes a native hides away and does not turn up for work at all; he does not get a ticket.

He hides away after he has gone underground ?--- Yes.

Does that often happen ?--- Occasionally, yes. But, Mr Chairman, the number of loafer tickets is very small indeed. (Mr Butlin): If the compound manager can say that boy has done two hours' work, he gets a ticket. (Mr Roberts): We have really abandoned the loafer shift principle altogether; virtually abandoned it.

THE CHAIRMAN : In one of your statements you have got "Inefficient shifts": is that the same thing ?--- That is the same thing.

18 for piece work and 29,000 in round numbers, for hand work, in a total of about 2,000,000 shifts ?--- Yes.

SENATOR VAN NIEKERK : What is it due to ?--- Mostly hammer work.

How does a native get a loafer's ticket ? Purely on account of laziness ?--- (Mr Butlin): He has not completed his task. (Mr Roberts): In hand drilling, if he fails to do the two hours' shovelling, and drill 6 inches, he is not

entitled to any payment at all, and he gets a loafer ticket.

It is not an impossible task ?--- No. I mean, it is a perfectly easy task. And, Mr Chairman, I would like to mention this, that the loafer ticket in hand drilling has virtually disappeared. In the first place the mines very largely take the view nowadays that it is the business of the supervisor underground to see that these natives do work, you see; and in the second place, the number of natives employed on hand drilling has been decreasing so rapidly, that nowadays the 4,400 odd that we do employ on hand drilling are all experienced natives. These old fashioned natives look upon themselves as hand drillers; we are not training new boys for hand drilling to-day. I don't suppose there is a new native trained for hand drilling for -- how long is it since you trained one ? (Mr Butlin): Years and years, I should say. (Mr Roberts): It is the older natives that they are using up. And if the mines want any hand drilling done, they say, "Come on, you are an old hand driller. Do you want to go back ?" If he is employed on shovelling, he is very pleased to go back. (Mr Butlin): The average wages for the first quarter, 3s/- a shift for hand drillers.

MR MOSTERT : Referring to these loafer tickets, you have in the mines natives sometimes going down loafing, and sometimes sent out of the mine ?--- (Mr Butlin): If they are not sent back fairly soon, they get a ticket.

I mean, that would also constitute a loafer ticket: if a boy goes down the mine, and he loafs, and he is turned out of the mine ?--- He gets no ticket for that. That is a loafer ticket. (Mr Limebeer): For the year 1930 there were 126 loafer tickets, and the total number of shifts worked was almost 60,000,000. (Mr Roberts): On machine work during / the year

the year 1930 we had 18 loafer tickets; on hand work, inefficient shifts, we had 28,900 loafer tickets, out of a total of 2,200,000 shifts. (Mr Limebeer): It is less than 1 in 100. (Mr Roberts): Then here are the figures for tramming and shovelling.

MR MOSTERT : It is about 1 in 10,000, on those figures ?--- Something like that.

SENATOR VAN NIEKERK : There is just one thing I want to ask you people. What attitude does the Chamber of Mines take up as regards the question of deferred pay ?--- (Mr Roberts): There is a voluntary deferred pay system. First of all, you must divide deferred pay into two classes. There is the deferred pay to the East Coast native, which is provided for by the Convention.

That is compulsory ?--- That is compulsory, and we have nothing whatever to do about it, because we have to do it.

MR LUCAS : That only comes in after nine months ?--- After nine months, yes. Then with the B.S.A. natives we have a system of voluntary deferred pay. Any native wishing to engage under the voluntary deferred pay system, may do so, and the pay is deferred. The money for the deferred pay is deposited in a central fund; it is invested in Treasury bills, and the interest on it is administered by a Deferred Pay Board, which comprises the Director of Native Labour, Major Cooke, two other Government nominees, and two representatives from the Chamber. The interest is used in the interests of natives, and administered by this Board - the Deferred Pay Board.

THE CHAIRMAN : Major Cooke gave us full information as to how it is used ?--- I think they have got about £200,000

-- it is not in my department: Mr Mayer will probably handle the thing better; but according to my recollection, they have about £200,000 invested in Treasury bills.

SENATOR VAN NIEKERK : My point is this - I don't want those particulars - whether the Chamber of Mines would have any objection if the deferred pay for the B.S.A. native was made compulsory, because that is a point laid before us in the Native Territories and so on, that people are starving there; they are not getting back some of the money; and the natives are not coming back but are remaining here. And they want to have the deferred pay system enforced ?--- Well, I am not in a position to express the views of the Chamber on the matter, because I don't know what those views are; but I do know that the general attitude of the Chamber has been to support and encourage the voluntary deferred pay. We dislike compulsion of any form at all, either for Europeans or for natives, but at the same time we wish to encourage the deferred pay system. We wish to encourage the remittance system, because after all the natives come here to earn money, and we would much rather that they saved their money and used it beneficially in their own Territories, than that they should fritter it away buying useless trinkets and so on from Reef traders. But to say we would support compulsory deferred pay, I am not so sure about it, because we dislike compulsion, as I say. (Mr Mayer): I think I can say also the natives themselves would not support it. In Basutoland particularly, the Council chiefs have on several occasions recommended the Basutoland Administration to make the deferred pay system compulsory. The natives who are concerned, who earn the money, say "No."

We understand that, that the native wants to spend his

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money here ?--- (Mr Mayer): It has been raised also by the Transkeian Territory General Council, to make the deferred pay compulsory.

THE CHAIRMAN : The view was expressed to us that at least in the case of minors - minors according to European law (when a person gets married he ceases to be a minor); in the case of minors there should be compulsory deferred pay ?--- (Mr Mayer): For the only reason, I take it, that in the case of a native minor, under native custom all the money he earns must go to the head of the kraal. That is so in Natal to-day; it is not so to the same extent in the Transkei.

MR MOSTERT : You don't employ many minors in the mines ?--- Under native custom, a native is a minor until he has a kraal of his own.

THE CHAIRMAN : Representations were made to us that we should take the minor according to European law: he must be twenty-one, or when he gets married ?--- (Mr Mayer): The taxable age is eighteen, and the contracting age is eighteen. A native under the Native Labour Act may not be contracted until he is eighteen years of age.

MR MOSTERT : I was really referring to the smaller boy, under eighteen ?--- (Mr Mayer): We have very few of them. (Mr Roberts): I was going to say, Mr Mostert, the Mining Regulations lay down sixteen as the minimum age that we can employ underground; actually we don't employ any of them underground under eighteen.

That is what I say: very few would be employed underground under eighteen ?--- No.

MR LUCAS : What is the "eighteen" provision then, against recruiting ?--- Yes.

You are not allowed to recruit under eighteen ?--- They

do send up a few; sometimes a boy wants to come with his brother, or his father wants to bring him up. Well, he gets a job in the sorting station, or as a sweeper in the compound, or something like that. But that is not a feature; it is only just to oblige an old chap.

THE CHAIRMAN : There aren't many of that type ?--- No, very few.

MR LUCAS : When we were at Umtata, Mr Thompson put in a statement of how the natives spend their money. I think he said he got that from head office. It shows "Repayment of loans to traders," "N.R.C. deferred pay," "native remittances," and so on. Do you know anything about a statement like that ?--- No, I have not seen it.

He could not speak to the details, so he left it over to ask you gentlemen about it when you appeared ?--- (Mr Roberts): We have got a statement here on deferred pay.

This is not only deferred pay; it is an analysis of the expenditure. But still the deferred pay statement we would like to have ?--- We have sent you in a statement.

I have seen all these, but as I say, there was so little time to study it that I could not remember whether I had seen it or not ?--- We had very little time to prepare it, too.

In this particular statement the passage that he put to us was "Direct return to Transkeian Territories." If you have not seen it, it is not much use asking you questions about it. I will give you the reference to Mr Thompson's evidence; you will have a copy of that. You might give us some information in writing about it, afterwards. It is page 3652 of the evidence; there are some questions on it at page 3658 ?--- (Mr Roberts): We have prepared a statement showing the amount of money paid out for several years past, in each

centre, and it has been submitted to the Commission.

This is an estimate of a lot of other things, too ?---
I see.

SENATOR VAN NIEKERK : The phthisis department, is that quite separate ? You people are not dealing with that ?---
Miners' phthisis payment to natives ?

Yes ?--- That is done in accordance with the law, and under the direct control of the Director of Native Labour.

THE CHAIRMAN : Major Cooke gave us evidence about that ?--- We have no control whatever over it; we just simply pay - that is all.

Have you any idea of the amount of money which you are holding at any one time on the gold mines for natives; that is to say, money which the natives have entrusted to you for safe keeping ?--- Yes, we can let you have that. It is in the neighbourhood of £200,000. (Mr Mayer): This is mine deposits only, I think. There are two systems: one is the deferred pay system; the other is the minedeposit system. Natives hand in money to the compound manager, which is afterwards handed in to the head office for safe keeping, which they can recover at any time, as distinct from the deferred pay.

Actually I would want to add the two together, although one would also want the two to be given separately ?--- (Mr Roberts): £200,000 I think it is altogether, deferred pay and safe custody. Look, Mr Chairman, I was Acting Chairman of the Native Recruiting Corporation for about four and a half years, and the deferred pay was instituted during my term of office there. Naturally we wanted to get control of as large an amount of money as possible so that it could earn interest; and an arrangement was then made with the mines accepting money for safe custody for natives, that they should send in

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and deposit with the deferred pay Board a proportion of that money, because they have got money in hand the whole time, going out and coming in, but still there is always a balance on hand. Now a proportion of that money is deposited with the Deferred Pay Board and invested by the Deferred Pay Board. That figure we can give you to-morrow, easily. The actual residual amount which the mines are holding - that I could not tell without consulting the mines. (Mr Mayer): They hold 15 per cent of the total. (Mr Roberts): You can work the rest out then. The thing is worked out periodically. The mines retain 15 per cent of the total amount which they have on deposit; the balance is remitted to the Deferred Pay Board, and invested by that Board.

THE CHAIRMAN : Is it your practice to pay your natives after 30 shifts ?--- Yes.

That is done throughout ?--- On the completion of 30 shifts, yes.

So that on any particular day you would hold 29 shifts' pay for a certain number of natives, and 28 down, so the average would be somewhere in the middle of one month's wages. The reason why I ask this is that yesterday we were told that somebody had given a figure that along the Witwatersrand employers held at one time a sum in the neighbourhood of eight million pounds in safe keeping for natives ?

MR MOSTERT : Was it a native or a white man ?

THE CHAIRMAN : It was a white man. He did not give the figure; it was given to him ?--- (Mr Roberts): I have never heard that point of view raised. £8,000,000 is a ridiculous figure. The figure I am giving you, subject to correction by £1,000 or £2,000, is near enough right - £200,000.

DR ROBERTS : Could you double your figure for the

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whole of the Rand ?--- No.

I am taking all employers, shop-keepers, householders, and so on; or would you take it pro rata according to the population ?--- I don't know. I have never thought of it from that point of view before. You could say the same of ourselves: my employer pays me on the last day of the month. I work the whole month for nothing. You keep servants the same way.

THE CHAIRMAN : Even including that figure, it could only on one particular day amount to about half a month's wages ?--- It can only average half a month's wages.

That would be on any particular day, seeing that the natives don't all run their shifts together ?--- (Mr Butlin): It would be a bit more than that. You take them up on the Friday; they are paid on the following Tuesday, in my place. So that it would be half a month plus a few days.

THE CHAIRMAN : It is something over £300,000 that way, and £200,000 in deferred pay. That is half a million pounds for the mines. The rest of the Rand employers would hardly hold seven and a half million pounds ?--- (Mr Roberts): Oh, the statement is absurd.

DR ROBERTS : Would you put it at a quarter of a million for the rest ?--- We pay out all round £500,000 a month in native wages. Half a month's wages would be £250,000.

THE CHAIRMAN : I make a general practice of querying any figure that has a large number of noughts in it ?--- Yes, quite. That seems absurd. (Mr Limebeer): The mines employ approximately two-thirds of all the natives employed in labour districts throughout the Transvaal. The monthly report issued by the Department of Native Affairs on the 30th April, 1929, shows 326,000 native labourers employed in the

labour districts of the Transvaal, of whom 219,000 worked on the mines.

You are assuming 7/12ths of the natives on the Witwatersrand as "all ages and sexes", so that the other 5/12ths would be required to make up the 7½ millions ?--- Quite.

I want to refer to the statement on British South African natives. I think, Mr Limebeer, you prepared this ?--- Yes.

How were the 1,000 odd natives who were used for this purpose selected ?--- (Mr Limebeer): They were chosen at random from recent discharges. We did it once or twice, but our practice is to arrange with Major Cooke, to communicate with him direct, with his subordinate officers; having received his permission to do that, we telephone to the selected pass offices and ask them to keep back so many hundred discharges. We then send out a clerk who is accustomed to this work, and he takes the record of those discharges. They are not chosen in any way at all.

Taken entirely at random ?--- Taken entirely at random. The system is not quite the same as we did with the Portuguese, because with the Portuguese we had full records in our own offices. When we did the Portuguese, we took 7,000 cards, the total discharges for the two months previous to the taking. We included every boy, those who had been here a long time, and some who had been repatriated after a few shifts, including deaths and desertions. The principle on which this is done is the same.

In the statement you distinguish between "al lotted" and "non-recruits". What does "allotted" refer to ?--- (Mr Limebeer): "Allotted" refers to a boy who comes through the agency of the N.R.C. as a recruit. The "non-recruits," in this earlier statement, are boys that came here direct

without the intervention of the native recruiter.

Arising from that, Mr Roberts, you stated this morning that you calculated the native who comes to the mines works for about two-thirds of his time ?--- Yes, roughly.

On what basis was that figure arrived at ?--- That figure was arrived at some years ago in a very rough and ready way, when we were considering the period of time that we should allow to elapse before we restored the re-engagement bonus. We investigated it quite roughly. There are no accurate means of ascertaining it; but we came to the conclusion that four months, which is a third of a year, you see, was a reasonable period to allow that the native might wish to come back.

Judging from this statement, it gives an average for the B.S.A. native of 10.3, and a certain statement that Major Cooke handed in which showed also, from a sample taken, the time natives who came back and who had been on the mines before stated they had been away from the mines, I should imagine that two-thirds is too high ?--- That they don't work so long as two-thirds of the time ?

They don't work so long, or alternatively, that they stay away longer than that, which would have a certain effect on the question of the time that you had allowed to elapse for the purpose of the re-engagement bonus ?--- When I mentioned that two-thirds, I had that re-engagement bonus in my mind; that we came to the conclusion at that time that four months was a reasonable time. And I said this morning also that a number of natives stay much longer than that.

I am quoting now from memory, but I think with regard to the Cape Colony natives - the sample taken by Major Cooke - 48 per cent had stayed away twelve months or longer. The

figure was lower for the Transvaal.

MR LUCAS : I have it here.

THE CHAIRMAN : Cape Province was ~~58~~ 48 per cent, and the British South African natives, 44 per cent, stayed away twelve months or longer. And then there are certain percentages for less than four months. But very nearly one half stay away longer than the time they work. Of course, one would have to boil all these things down into units ?--- Well, I am quite prepared to believe that they stay longer, because we have no definite information on which to base it. And, as I say, we arrived at the four months as being a reasonable period, and that is what I had in my mind when I thought about the two-thirds; because I do know that quite a number of natives do come back in order to secure their re-engagement bonus.

That investigation Major Cooke made for us ... ?--- I would attach more importance to that than I would to my own statement.

If you put the two things together and work down to a unit basis, it will give you, at least for the sample, - it is a good sample, and there is no reason to think it is not a figure to go on.

MR LUCAS : If you look at your figures for Basuteland, the one native that you specially mention, if deducted, brings that 11.5 down to 9.8. He was a very exceptional native, wasn't he, under 'A' ? And if you deduct 'B', I think it brings the 15 down to 13.3. ?--- (Mr Butlin): I have two boys on my mine, Mr Lucas, with services for 200 shifts, out of a total of about 4,000.

But if there were one or two more, it would bring the figure down to a very low percentage ?--- (Mr Limebeer): I don't think you will do that, because the sample was taken

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absolutely at random. We have done this once or twice. I have taken two specimens, taken over a period of seven years, and I think the total answer is the same.

These are not comparable; at least I don't know how to compare them ?--- It is not done in quite the same way; but the final answer for this year's test was 10.5 months. The other answer was 10.3 months for the whole of the British South African natives.

(Tea adjournment.)

MR LUCAS : Mr Roberts, a native witness, Mr Champion, made some statements that I think your attention ought to be drawn to. First he said that at one time you had a system by which you allowed a native -- he said he had it at one time - to go from compound to compound to report to you - to Mr Palmer - on their grievances, and that from time to time they were redressed with great satisfaction to the natives. But that has been dropped. Do you know anything about that ?--- (Mr Roberts): Mr Gedye is the Corporation's inspector; he goes to compounds whenever there are grievances.

His point is that the natives feel that there is no use speaking in the ordinary way to a white man. That is the point he is making. I am not saying he is correct, or that he is wrong. I think it is important not just to brush a thing like this aside, but to consider it ?--- Well, I have no recollection of the Native Recruiting Corporation ever having a native going from compound to compound.

He said he has still got the document ?--- (Mr Gedye): That was quite possible in Mr Palmer's time, when he was running a group of mines here, before the amalgamation. It is not done to-day. The system we have to-day is, we have a system of visiting chiefs to come up here; they get

a permit from us to go round the compounds, and when they finish they come back to our offices and report any grievances they have heard, and if necessary, they are investigated.

This is one of the things he said: he said it is quite serious in some compounds, and having a bad effect on the natives and their work. They have to sleep in the place allotted to them by native police boys, in many cases not of their tribe; they have to get up at a certain hour in many compounds, at the (point) of sjamboks. I pressed him on that. He said that it was so, but that there were a certain compound managers you could not get evidence against unless you were there actually at the time. I put that to you: is there any consultation between ... ?--- (Mr Roberts, interposing): But, Mr Chairman, we deny that that is true.

Has Mr Gedye denied it ?--- (Mr Roberts): I think he kept quiet.

Have you made any investigations yourselves to see whether it is true or not, or have you just taken the reports from the particular compound manager that it does not occur ?--- (Mr Roberts): There is such freedom of action on the mines for natives having complaints to lodge, either with the induna, the compound manager, or the visiting chiefs, that it is inconceivable that any such statement as that can be true.

Is it inconceivable ?--- Yes, sir.

I am not asserting that there is any truth in it at all: I am putting the point to you because one knows that when a large number of people have to be handled, it is very easy to grow callous ?--- Yes.

There is any amount of experience in history of that.

You say that the compound manager, and the indunas, and the chiefs are the people who would see to this ?--- Yes, in addition to ourselves.

You are not there in the early morning when the natives are turned out. It is quite easy to have collusion between a small body like the compound manager and his indunas; it is quite easy to prevent chiefs seeing things and making them think that "everything in the garden is lovely." I am merely putting to you some of the difficulties, that is, assuming as you say that there is nothing in this on those grounds ?--- There are two reasons. First of all, I think it was in 1928 we had a visit from the Transkei and Pondoland General Council; a delegation, rather a large delegation, of natives came up here, and we gave them the freedom of the mines to wander around and see exactly what they wanted to see. We then held a meeting with these people afterwards in the council chamber of the Chamber of Mines and asked them for their views, and what they had to say about the things and the conditions generally. I have got a report of that which I can hand in. Furthermore, another point is that a man who permitted any such treatment as this, as suggested, would become very unpopular with the natives, and we would see that that particular mine was not getting its supply. Their percentage of complement employed would drop, and we should immediately investigate it. I would be called upon to investigate it from the technical point of view, and Mr Gedye and Mr Taberer would investigate it from the compound point of view, and we would try and ascertain the reason for the unpopularity, because an unpopular mine is a nuisance to us for the simple reason that it uses up all the allottable labour that we have got,

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and we therefore would take steps to try and popularise that mine. I am quite sure that for the number of years that I have been associated with complement work and allocation of natives, and so on, that any such thing as this would have come to my notice, quite apart from the notice of Mr Gedye, or Mr Taberer, or Mr Mayer.

DR ROBERTS : There are some mines that are very unpopular ?--- Well, I would not say that they are very unpopular; there are mines that are more popular than others.

It is like Scotch whisky ! ?--- Yes. (Mr Mayer): There is another factor in this case, too. We conduct a very efficient intelligence service. There are constant communications between the natives and their homes; and the medium of communication is the trader in the Territories - the chief medium. And we frequently get complaint through the traders which have been taken from letters addressed by the natives to their homes. Every one of these complaints is submitted to us and thoroughly investigated. And I might say that in 99 per cent of the cases the complaints have very little foundation. But where there is anything to be adjusted, it is immediately adjusted, and the natives themselves are immediately advised. I think possibly twenty years ago a mine native might have endured a good deal of ill-treatment without complaint; to-day they won't endure anything without complaint.

MR LUCAS : One other point he made was that some compound managers did a big trade in lending money at high rates of interest to individual natives in the compound; and that they have their own clerks who see to the collection of this money on pay-day. Do you know anything about that ?--- (Mr Roberts): Well, there are black sheep in every community. I would not deny the possibility of some

such thing as that having occurred, in isolated cases, but it is not a rule, and such cases are extraordinarily isolated. Whenever they are detected the man concerned is severely dealt with and fired.

I did not ask you this morning, when you were dealing with the question about the supply of Portuguese natives being less than you are entitled to obtain, the reason why that was so. Can you give any reason?--- (Mr Roberts): That is the point referred to by Mr Anderson in his speech?

Yes: that you were getting less than you really could get under the Convention?--- (Mr Roberts): I can deal with that briefly. Of course at the moment we have restricted the supply; we could increase the supply. To what extent, I don't know - several thousands. But we are very apprehensive that we shall not be able to obtain the numbers that we are entitled to obtain under the Convention, for the reason that under the old Convention the natives put in an average service at about twenty to twenty-one months, or thereabouts. They were entitled to re-engage at varying periods, and the Portuguese authorities were very lenient in the matter of re-engagement. Under the new Convention the natives are contracted for a shorter period; their re-engagement is limited; and their over-all average length of service is estimated to be in the neighbourhood of fifteen or sixteen months. There is a reduction there from twenty-one to fifteen or sixteen months. Furthermore, the natives will have to remain in the Portuguese territory for at least six months before they can return. And then all the factors combined will require that there shall be a greater turnover in order to maintain a given number of natives; and we are apprehensive lest

we shall not be able to effect that turnover. In fact, the indications are that we shall not be able to turn them over rapidly enough to maintain the strength.

Who was the Chairman in 1929 - Mr Anderson ?--- In 1929 ? Mr John Martin.

I notice on page 199 of this red volume (indicating), your Annual Report, that he mentions the introduction of the deferred pay system, and the compulsory reduction of the maximum period of service, as factors that would militate against the requisite number coming forward ?--- Yes.

Do you think that the compulsory deferred pay is unpopular with the Portuguese natives ?--- I don't know; I could not say. I am rather inclined to think it would be.

Could any of you gentlemen say ?--- (Mr Gedye): I think it is. They like to spend their money up here. They are very fond of taking things back to Portuguese territory.

If you think it is a factor in preventing the Portuguese from coming, wouldn't it be a reason why it would be dangerous to introduce it in the Transkei -- deferred pay; compulsory deferred pay ?--- (Mr Butlin): I have spoken to several East Coast natives on that point, and they apparently like it, much to my surprise.

DR ROBERTS : The older men, not the young men ?--- (Mr Butlin): The older ones, yes.

MAJOR ANDERSON : They like it being compulsory ?--- (Mr Butlin): They like that system, they have told me.

They don't necessarily like it being compulsory ?--- (Mr Butlin): I did not get as far as that with them.

(Mr Limebeer): As regards the numbers, I think I am correct in saying it was foreseen, when the Convention was under discussion in regard to the provisions embodying the numbers we were to have; it was foreseen that they were

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mathematically inconsistent with the population. The General Manager was afraid of that at the time. He was in close touch with the negotiations; he foresaw then the difficulty we would have to maintain the numbers we were supposed to have. I remember doing some work for him on the point. Our estimates of population in East Africa are not probably very good; it is difficult to find out. But some of our advisers there have a fairly good idea, and the fear at the time the Convention was entered into was that we should not be able to maintain the numbers. There are not enough of them there to get the force we are entitled to.

MR LUCAS : Is that for the reasons Mr Roberts has just mentioned - the shorter period of working and the greater turnover ?--- The shorter period of service, and the time they have to spend in the territory.

Could you let us have the amount that you paid in pass fees per year ?--- (Mr Roberts): Roughly £240,000.

Do you keep any returns or any tables showing the number of native deaths from phthisis, year by year, or must we get that somewhere else ?--- We have those returns, yes; they are included among the returns submitted to the Commission. But they are in blank..

I don't want the blank returns; they are no use to me ?--- The Native Affairs Department keeps it. (Mr Limebeer): I have that.

I noticed in a publication from Brussels - I have forgotten the date - it showed that over a number of years there were over 1,300 deaths of Portuguese natives from miners' phthisis ?--- (Mr Mayer): What years were those ?

This particular volume was published last year; it is some time since I saw it. But the figure "1,300"

struck me ...

MR MOSTERT : In one year ?

MR LUCAS : No, it was over a series of years ?---

(Mr Limebeer): We have the figure here: the number that died on the mines in 1929 from tuberculosis and silicosis was 22.

MR MOSTERT : That is East Coasters ?--- No, not East Coasters. This is a statement showing the total number of deaths amongst members of the Association: 38, 25, 40, 24, 22.

DR ROBERTS : That is actually in the mines ?--- Yes.

MR LUCAS : Have you got any records of deaths away from the mines, because I understand that you try to trace all cases of miners' phthisis, even if the native has left your mine ?--- (Mr Limebeer): I am afraid my function is finished when the native leaves the mine. (Mr Roberts): The Native Affairs Department would do it, because the question of compensation arises. And what happens then is, it is reported to the magistrate of the district. It is sent on to the Native Affairs Department. They notify us that such-and-such a native worked on such and such a mine, and that there is an amount of so much due. And the mines pay. (Mr Meyer): There was an investigation (they got some figures from the Department of Health some time ago), to tour the Territories and to investigate the cases of natives who had been repatriated who had tuberculosis. We got a lot of figures together. I think we have a report on that, too, that will give some such information as you want.

MR LUCAS : On Roman page vi of your Low Grade Ore Commission statement, you give the extra privileges given

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in addition to the pay. You value them at 1s/8d per native per day ?--- (Mr Roberts): Yes.

Can you tell us how you arrive at that 1s/8d ? It was 1s/- in 1925, I remember ?--- (Mr Limebeer): The 1s/- is the cost to the mines.

This is now what you think it is worth to the native ?--- Yes. There is quite a material difference because the native of course would buy in small quantities.

(Mr Mayer): The Department of Native Affairs assesses the value of the food and quarters provided at 1s/5d a day. I think that is a very conservative estimate; the value is greater.

I put the point this morning, that this is a much more expensive diet than the diet for a person employed in a less arduous occupation than mining. So that are you right in valuing it then on the basis of what it would cost the native ? Is not the only value to be placed on it what it costs you, for the purposes of considering your mining costs ?--- (Mr Mayer): I think the better the native is fed, the better his condition; so I think it would be quite reasonable to take the value to the native.

I am not saying it is not a good thing to feed him, but that this would be unnecessary for ordinary work, the work that a native ordinarily does ?--- (Mr Mayer): That might be. I daresay natives employed in other occupations do not eat so much, and they do not get such a variety. I don't know whether the Government was influenced by these considerations when the diet was established.

Would you mind giving me the cost to the mines of this diet, per day ?--- (Mr Limebeer): I haven't got it here, but I can easily send it to you in a note. I have

the information in the office.

Will you please send it with the other things ?--- Yes.
(Mr Limebeer): I can give you the total cost of all the compound provision; the compounding and feeding and hospital attention, and certain recruiting charges.

All separate ?--- I can get it separately for you, but I can tell you here that it is about 11d a shift altogether. We consider it is worth at least 1s/6d to the native; quite possibly more, but at least 1s/6d.

THE CHAIRMAN : I wish to thank you very much, on behalf of the Commission, Mr Roberts, and your colleagues, for coming here and giving us this evidence. I am sorry that in some ways it has been unsatisfactory to you. Unfortunately our Secretary did a good deal of this by telephone; we realise that with an extensive organisation, the telephone is rather an unsatisfactory way of doing it. I had no knowledge it was being done by telephone. At the same time I am sure you will send us all the information likely to be of use to us. I am sure that by this time, as far as the Chamber is concerned, the novelty of giving evidence before Commissions has worn off a little bit; but we realise that your organisation is prepared to put at our disposal any information which you have, and we are very thankful to you. If, of course, in the course of preparing our Report we come across lacunae in our information, which is very likely, we shall naturally take the liberty of troubling you about it again. ?--- (Mr Roberts): We will be very pleased to supply the Commission with any information that is in our power to give. I may mention we shall send along in the course of a day or so, perhaps to-morrow, a corresponding statement to this one, showing the pay of the more highly skilled natives.

MR LUCAS : On what sort of work ?--- Ordinary work and special work. It is included in here. And then, Mr Chairman, would you like any additional copies of conference with the native chiefs ?

THE CHAIRMAN : If you could let us have eight copies, it will be a great convenience. We will be going to the four corners of the Union now, and each member of the Commission will be digesting the evidence for himself; so if you will have them sent to the Secretary, he will distribute them ?--- I will . It is only just a sample of the kind of thing we do. We will be having another one shortly.

THE COMMISSION adjourned at 4.45 p.m. to Saturday,
June 13th, 1931, at 9.30 a.m.
