

THE BLACK SASH.

MINUTES OF NATIONAL CONFERENCE HELD AT JOHANNESBURG FROM  
16TH OCTOBER, 1972 TO 19TH OCTOBER, 1972.

DELEGATES.

NATIONAL PRESIDENT: Mrs. Jean Sinclair.  
NATIONAL VICE-PRESIDENTS: Mrs. J. Harris, Mrs. A. Marais.  
NATIONAL TREASURER: Mrs. B. Beinashowitz.  
NATIONAL SECRETARY: Mrs. R. M. Johnston.  
MAGAZINE EDITOR: Mrs. S. Duncan.

ALBANY REGION: Mrs. Jill Joubert.

BORDER REGION: Mrs. D. Streek, Mrs. D. Curry, Mrs. Kaye-Eddie.

CAPE WESTERN REGION: Mrs. D. Andrews, Mrs. N. Robb, Mrs. M. Henderson,  
Mrs. B. Dallas, Mrs. B. Aitchison, Mrs. M. Barker,  
Mrs. M. Burton, Mrs. Shepherd.

NATAL COASTAL REGION: Mrs. K. Gaynor, Mrs. B. Chase, Mrs. E. Franklin.

NATAL MIDLANDS REGION: Mrs. M. Dyer, Mrs. P. Wellington, Mrs. Park Ross.

TRANSVAAL REGION: Mrs. M.W. Cluver, Mrs. G. Dyzenhaus, Mrs. B. Neame,  
Mrs. W. de Lorm, Mrs. B. Waite, Mrs. J. Mason,  
Mrs. J. Cooke.

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THE 18TH NATIONAL CONFERENCE was opened at a Public Meeting in the Rheinallt-Jones Memorial Hall on Monday 16th October, 1972 at 8.15 p.m. MRS. JEAN SINCLAIR, National President of the Black Sash addressed the meeting and then PROFESSOR PHILIP TOBIAS spoke.

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TUESDAY, 17TH OCTOBER, 1972.

THE DEDICATION WAS READ.

Mrs. Cluver, Transvaal Region welcomed the delegates.

Mrs. Andrews, Cape Western Regional Chairman, thanked the Transvaal Region for the flowers etc.

THE RULES OF PROCEDURE WERE ADOPTED.

The following Press Committee was elected:-

Mrs. Harris - Convener.

Mrs. Shepherd, Mrs. Dyer, Mrs. Franklin, Mrs. Streek and Mrs. Joubert.

THE MINUTES OF NATIONAL CONFERENCE, 1971 were confirmed and signed.

HEADQUARTERS REPORTS:-

Mrs. Harris read the Headquarters Report which was adopted unanimously.

Proposed Mrs. Andrews  
Seconded Mrs. Dyer.

HEADQUARTERS REPORTS (continued).

Mrs. Duncan presented her Magazine Report and was heartily congratulated on the excellence of the Magazine. It was agreed that warm thanks be sent to the editorial assistant. The Report was adopted unanimously.

Proposed Mrs. Harris.  
Seconded Mrs. Mason.

Mrs. Beinashowitz presented the financial Report. There was discussion on the expected shortfall for the present financial year and it was decided that this be made up by Regions. The Report was adopted unanimously.

Proposed Mrs. Andrews  
Seconded Mrs. Dyer.

REGIONAL REPORTS.

Cape Western Region.

Mrs. Andrews introduced the Report and gave details of incidents during Black Sash demonstrations in Cape Town at the time of the "Riotous Assemblies" ban. This led to discussion on demonstrations held in Pietermaritzburg, Transvaal, Albany and Border Regions at the same time.

Natal Midlands Region.

Mrs. Dyer presented the Report and said how sorry she was to announce the death of Miss Cheesman. At the time of her death Mrs. Dyer said, she had been working on the official emancipation of African women in Natal, and it was thought that the papers might still be available.

Mrs. Dyer asked Regions to assist her in getting lists of performances put on by the Performing Arts Councils in each Region for Black people.

Natal Coastal Region.

Mrs. Franklin read the Report, and Mrs. Gaynor commented. She gave information about the Indian removals at Stockville, the Malnutrition Survey, and African women migratory workers in a factory in Natal.

(Mrs. Harris in the Chair.)

Border Region.

Mrs. Streek presented the report and said that the Region has had a very heartening inflow of new members. They receive very good publicity in their local press both for their Regional activities and for the Black Sash throughout the country. At their annual General Meeting, the same office-bearers were elected as had held office the previous year.

Albany Region.

Mrs. Joubert presented the Report and spoke of the possibility of the Region opening an Advice Office in the near future. Mrs. Robb and Mrs. Henderson, Cape Western Region and Mrs. Duncan, Transvaal Region, offered to assist in any way possible.

Cape Eastern Region.

Mrs. Sinclair reported that Cape Eastern Region had been unable to send a delegate and that no Regional Report had been received from them. There was discussion on how other Regions/

REGIONAL REPORTS (continued).

Cape Eastern Region (continued).

Regions could assist Cape Eastern Region in their difficulties and various suggestions were made. Delegates expressed their regret at the Region's absence and asked that Headquarters request them please to circulate a Report after the Conference. Mrs. Sinclair read a letter received from Cape Eastern and a telegram of good wishes was received from the Region during the morning.

(N.B. The Cape Eastern Regional report was received during Conference.)

There is a possibility that members of other Regions will visit Port Elizabeth soon and also that a Chairmen's meeting will be held there at some future date.

Transvaal Region.

Mrs. Cluver presented the report and said that Transvaal Region was very proud of their 52 new members in the past 12 months. She also mentioned the demonstrations on Detention without Trial which had been motivated mainly by the death in detention of Mr. Ahmed Timol.

Mrs. Henderson asked Transvaal Region to correct their Report insofar as inter-racial contacts with young people was concerned. She asked that it be made clear that although some members of Cape Western Region had had experience of very successful efforts in this field, the Black Sash, as such, was not involved.

Mrs. Harris said from the Chair that it was very heartening indeed to hear of the uniformity of feeling and effort throughout all Regions.

MATTERS ARISING FROM THE MINUTES OF NATIONAL CONFERENCE, 1971.

Cape Western Region reported that their efforts to instigate a Survey in the Homelands had had to be abandoned.

Cape Western Region also reported that there had been some difficulty attached to the publication of the fact paper on Pensions presented to National Conference, 1971. They still have this project on hand.

Mrs. Dallas, Cape Western Region, asked Regions whether they had taken any action on a suggestion that Action Panels be set up in each Region. Most Regions reported that they had taken some action in other ways.

CONSTITUTIONAL AMENDMENTS.

The following amendments were passed by Conference:-

1. Amend Section 2 (i) to read:-

2. AIMS AND OBJECTS.

(1) To enlist support and aid for the observance.....  
....within the Republic of South Africa.

(carried unanimously)

Proposed Mrs. Cluver  
Seconded Mrs. Burton.

2. Amend Section 6 (i) to read:-

6. (i) National Conference.

A National Conference of the organisation shall be held at least once every two years. Not less than three months'.....Committee.

Proposed Mrs. Cluver.  
Seconded Mrs. Cooke.

Carried 29 For  
1 Abstention.

CONSTITUTIONAL AMENDMENTS (continued).

3. Amend Clause 6 - ADD

6.(vii) In any year when no national Conference is held the National President shall convene a meeting of all Regional Chairmen or their alternates. Any National Office-bearer and any one other Regional Office-bearer from each Region shall have the right to attend such a meeting but only the National President and the chairman of each Region, or their alternates, shall have the right to vote. Not less than six weeks' notice of such a meeting shall be given to all Regional Committees.

Proposed Mrs. Burton  
Seconded Mrs. Dallas.

Carried 19 For  
9 Against.  
2 Abstentions.

In discussion, it was agreed that the question of observers being allowed to be present at these meetings would be discussed and decided at the time such a meeting is called.

4. Amend Section 5. to read:-

5. Policy of the Organisation.

The policy of the organisation shall be laid down at National Conferences. Between National Conferences, the policy of the Organisation shall be interpreted by the Headquarters Regional Council/Committee and by the meeting called by the National President of Regional Chairmen in terms of Clause 6 (vii).

Proposed Mrs. Cluver  
Seconded Mrs. Burton.

Carried 27 For  
3 Against.

5. Amend Section 8.

8. (i) National Office Bearers.

(a) The National President and one or two vice-presidents, whichever number shall be decided upon by a National Conference, shall be nominated and elected by the National Conference or by a Special National Conference. Names.....decision.

Proposed Mrs. Cluver  
Seconded Mrs. Park Ross.

Agreed unanimously.

Amend Section 8 (i) to read:-

(c) No National Office bearer shall hold the same office for more than four years continuously except with approval from a National Conference.

Proposed Mrs. Cluver  
Seconded Mrs. Neame.

6. Amend Section 9 (vi) (d) to read:-

9. (vi) Funds.

(d) The books of account shall be audited annually and the audited financial statement shall be presented/

CONSTITUTIONAL AMENDMENTS (continued).

presented annually either to the National Conference or to the National President's meeting of Regional Chairmen for adoption.  
Copies of.....financial year.

Proposed Mrs. Cluver.  
Seconded Mrs. Dallas.

Carried unanimously.

7. Amend Section 12 to read:-

12. Levy to Headquarters Regional Council/Committee.

Each Region shall pay a levy to the Headquarters Region for National expenditure, the amount of such levy to be decided by the National Conference.

Proposed Mrs. Cluver  
Seconded Mrs. Aitchison.

Carried unanimously.

(Mrs. Sinclair in the chair.)

ADVICE OFFICE REPORTS.

Mrs. Henderson, Cape Western Region, presented the Athlone Advice Office Report and Mrs. Duncan, Transvaal Region, the Johannesburg Advice Office Report. Delegates congratulated the compilers of both these excellent reports and there was discussion on some of the points which were raised.

Mrs. Dyzenhaus suggested that other organisations be approached to interest themselves peripherally in some of the tragic cases (12-year old mothers, starving babies etc.) which are due to the migratory labour system.

RESOLUTIONS.

1. That the annual levy per member paid to the Headquarters Region be increased from 1st April, 1973, to R1.50 (one rand and fifty cents).

Proposed Mrs. Beinashowitz.  
Seconded Mrs. de Lorm.

2. That the annual subscription for the magazine be increased to R1.60 (one rand and sixty cents).

Proposed Mrs. Beinashowitz.  
Seconded Mrs. Waite.

It was requested that the words "plus postage" be added to the advertisement in "DASH" for subscribers.

ITEM FOR DISCUSSION.

The deletion of the last line of the Dedication.

Mrs. Streek introduced this item on behalf of some members of Border Region. After discussion the following resolution was formulated:

"that the dedication remain as it is".

Proposed Mrs. Robb  
Seconded Mrs. Neame.

Carried 23 For  
5 Against  
3 Abstentions.

A telegram of good wishes was received from Mrs. E. Mendelsohn. Mrs. Pam Duncan was thanked for a lovely lunch. Mrs. Dora Hill was thanked for beautiful flower arrangements.

WEDNESDAY, 18TH OCTOBER, 1972.

ITEM FOR DISCUSSION.

Improvement in communication between Headquarters and Regions and between Regions.

This item was introduced by Mrs. Franklin, Natal Coastal Region, who asked that more assistance be given by Headquarters in emergencies, as her Region did not have easy access to legal advice. She also asked for regular reports to be circulated between Regions.

Cape Western Region agreed that there should be an exchange of ideas and problems, and the following suggestions were also made:-

- That members travelling should make a point of contacting Black Sash members in other Regions;
- That Regions use tapes to send around interesting talks, notes on activities etc. These tapes would be of inestimable value to the small Regions;
- That Regions contact the Headquarters' office when they have problems so that they can be telephoned at suitable times; and
- That Headquarters use Air Mail letter cards when getting information out quickly.

ITEM FOR DISCUSSION.

The Black Sash as an organisation should only join with other bodies in making statements, issuing information or organising projects, providing:-

- (a) that there is more than one other body involved; and
- (b) there is prior consultation with the other bodies concerned.

Mrs. Burton, Cape Western Region, introduced this item and asked for guidance from Conference. It was pointed out that the Black Sash has laid down that it will not join with only one other political party in any project, but that, other than this, Regions have full autonomy to decide on co-operation with other bodies. As far as signing statements in conjunction with other bodies is concerned, the Region must decide on the advisability of signing.

FACT PAPER.

REMOVALS.

Mrs. Barbara Waite, Transvaal Region, displayed a map of South Africa on which she has annotated the Bantustans, the closer settlements, resettlement areas, removals, planned removals etc. Her fact paper, in conjunction with the map, gave details of recent and planned removals and the number of people involved. She said that the map was incomplete insofar as some information was unobtainable, but that all information she had been able to glean was included. She was heartily congratulated on a magnificent effort.

In discussion, the following points were made:-

1. That the Black Sash should attempt to find out what happens health-wise to people, especially children, who have been moved from rural areas where they had crops, cattle etc. to closer settlements;
2. That the organisation should try to find a novelist who can write a book around these removals;
3. That the migratory labour policy is responsible for most of these removals.

Mrs. Gaynor gave information on a Church Farming project which has been set up on mission farms near Limehill.

ITEM FOR DISCUSSION./

ITEM FOR DISCUSSION.

The Pros and cons of foreign investment and boycotts.

Mrs. Robb, Cape Western Region, introduced the discussion with a run-down on the various attitudes which people held on this matter. She was followed by Mrs. Turner, Cape Western Region, who made comments for and against foreign investment in South Africa, and by Mrs. Dyzenhaus, Transvaal Region who read a paper supporting foreign investment.

It was pointed out that the Black Sash decided many years ago to have nothing to do with boycotts so this part of the discussion fell away.

It was agreed that the Black Sash held no opinion on this matter, as an organisation, but would continue to work for better pay and working conditions for employees irrespective of the firms' origins.

FACT PAPER.

DIMBAZA.

This paper, which was written by a member of Border Region who is running a beadwork project in Dimbaza, was introduced and read by Mrs. Streek. She was followed by Mrs. Daphne Curry who spoke on a recent visit to Dimbaza and what she had seen there. Mrs. Streek was asked to convey the Conference's congratulations to the writer.

ITEM FOR DISCUSSION.

PAMPHLET ON THE BLACK SASH.

Mrs. Johnston, Headquarters, presented the pamphlet which was drawn up by Transvaal Region as an aid to explaining the aims, objects and activities of the organisation. She said that this was being used already in the Transvaal and that, if other Regions wished to use it, copies could be obtained very cheaply. Delegates said they liked the pamphlet and that Regions would probably order copies.

(Mrs. Harris in the chair.)

FACT PAPER.

Employer and Employee Relations and Low Wage Structures.

This paper was written and introduced by Mrs. Dora Hill, Transvaal Region. She was congratulated by delegates on a superb paper. Discussion on the paper was allied to discussion on the following Resolution, and the precis is given below:-

RESOLUTION.

That the Black Sash do all in its power by means of protest and propaganda to focus attention on discriminatory labour conditions, low wage levels and lack of Black Trade Union rights, and that each Region be allocated some area of concern to investigate.

Proposed Mrs. Henderson  
Seconded Mrs. Robb.

Carried unanimously - with the rider that Regions decide on their own areas of concern.

It was suggested that the low wage structure could be counteracted by better education and an end to job reservation; that many Africans cannot advance because of permanent brain damage due to malnutrition in their early years; and that as long as there is migrant labour inequalities will remain.

The/

The following action was suggested:-

1. That works committees be encouraged. (see student paper on this.)
2. That wage determination boards be used as often as possible.
3. That employers and federations of employers should be approached and asked to pay higher wages, explain conditions of employment to their employees, pay fares to and from homelands, etc.
4. That the Black Sash have a self-education programme on wages etc.
5. That TUCSA be approached and co-operation suggested.
6. That the Black Sash press for all Africans to be given a copy of their work contract as there is no provision for this in the Regulations.
7. That each Region investigate conditions in its own area.
8. That further statistics be gleaned from Advice Office cases, e.g. wages received, number and location of dependants, mortality rate amongst children, contribution made by breadwinner to family, conditions of employment, canteen facilities etc.
8. That members study outside surveys on wages and productivity.
9. That Regions set up small sub-committees to investigate particular matters.
10. That Regions decide on their own projects and that any information they have be distributed to Headquarters and to all other Regions.

#### RESOLUTION.

That in view of the immediate need for constructive thinking and action in the present grave situation in South Africa, members of the Black Sash, through individual and group effort, should study and make known to others the published results of the six commissions of SPRO-CAS.

Proposed Mrs. Dallas.  
Seconded Mrs. Andrews.

Carried unanimously.

Several Regions said that they would set up study groups. A letter will be sent to SPRO-CAS telling them how useful we find these publications.

#### ITEM FOR DISCUSSION.

The Possibility of providing a service consisting of a clear and simple presentation of the laws pertaining to influx control, conducted in the African townships in the relevant languages and at regular intervals. Simple leaflets could be distributed.

This item was introduced by Cape Western Region who suggested that the NUSED booklet "You and Your Pass", which is to be brought up to date in all Regions, be widely distributed to Urban Africans. It was suggested that Bantu Advisory Boards, Urban Bantu Councils, etc., be approached to assist in the education of Africans in this regard. It was also suggested that Regions should, where possible, assist in the up-dating of the leaflet. Discussion shewed that there would be great difficulty in giving talks to Africans on the pass laws.

(Mrs. Sinclair in the chair.)

#### FACT PAPER./

FACT PAPER.

THE ALEXANDRA HOSTELS.

Mrs. Harris, Headquarters, introduced this paper which she had written. Conference expressed its appreciation for an excellent paper. There was lively discussion about hostels generally, transport problems, living conditions, perversion and the fear of settled family Africans of the encroachment of hostels.

ITEM FOR DISCUSSION.

The possibilities of an investigation into the drafting of prisoners to private farm prisons.

There was general discussion on this as Natal Coastal Region had not yet been able to get the information required to lead the discussion. A system whereby prisoners are leased out to employers was explained by Mrs. Robb.

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GENERAL.

Mrs. Bertha Beinashowitz was thanked for a lovely lunch.

Mrs. Andrews expressed the delegates' thanks for a most enjoyable cocktail party on Tuesday evening.

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THURSDAY, 19TH OCTOBER, 1972.

GENERAL.

It was agreed that in the event of the organisation being asked for a statement on foreign investment in South Africa, the following statement will be used:-

"The Black Sash has no official policy on foreign investment."

ITEM FOR DISCUSSION.

The Direction of the Black Sash.

Mrs. Sheena Duncan presented a short paper of ideas and introduced the discussion. It was agreed that the following Resolution be discussed with the above item.

Resolution.

That the Black Sash should investigate simple methods of direct action to make the public aware of the tragic absurdity of Apartheid.

Proposed Mrs. Gaynor  
Seconded Mrs. Franklin.

The following suggestions arose from discussion:-

1. A comparison should be made of conditions as they are under Apartheid in any particular area and how they would be with no Apartheid.
2. Pressure should be applied to City Councils and businesses to provide equal facilities for all people.
3. Pamphlets should be sent to women's organisations.
4. Emphasise that if Apartheid were applied with justice there would be no Apartheid.
5. Projects for the year should be set out and the following were suggested:- Campaign on African Women.  
Migrant Labour with due emphasis on Wages, Conditions  
Crime, lack of Education, Poverty etc.-involving  
other organisations, if possible.

6. The Minister should be interviewed on the whole subject of the breakdown of the African community and presented with a factual memorandum drawn up with the help of experts. This interview would be non-political.
7. Regions should try standing without posters. This has been done by some Regions with success.
8. Demonstration posters should be aimed at persuasion and not aggressive confrontation.
9. Regions should take legal advice on the question of freedom of assembly in view of the recent Cape Supreme Court appeal judgment on the "Riotous Assembly" cases.
10. Regions should discuss the "ideas paper".

ITEM FOR DISCUSSION.

The Campaign on African Women.

The discussion was introduced by Mrs. Judy Cooke, Transvaal Region, who also presented a short fact paper on the Campaign. She mentioned the possibility of holding a photographic exhibition as there were so many wonderful photographs available. Mrs. Robb suggested that we go ahead with this project and present it at our 20th Birthday. This was agreed to by all delegates.

It was pointed out that we must get groups other than the Church organisations interested in the Charter.

Mrs. Sheena Duncan explained her work in training a church group to speak on the Charter.

There was a suggestion that a good African speaker should speak to white church parishes.

ITEM FOR DISCUSSION.

The Black Sash, in implementing its Charter for Women, should discuss what could be done to draw special attention to the plight of African old-age pensioners who have families to take care of them and are not allowed to avail themselves of the opportunity.

Mrs. Robb, Cape Western Region, said, in introducing the item, that its scope was not wide enough and ought to have included those people who though not old, are infirm and handicapped, and need to be looked after. She also said that many old people are being moved to Bantustans, although she did not have enough information to say whether they went voluntarily. She also asked that Regions find out whether old age pensioners in other areas have their rents remitted as they are in Cape Town.

It was suggested that other women's organisations be approached to tackle this kind of problem which is in no way political.

Border Region was asked to investigate an old people's "settlement" near Peddie.

Transvaal Region reported that the "cheque" which was sent out to highlight the plight of old age pensioners resulted in a number of cheques being sent to us. All this money was sent to Quaker Services for distribution to the needy.

FACT PAPER.

DEPENDANTS' CONFERENCE.

Mrs. Moira Henderson, Cape Western Region, read this paper which she had compiled. She was warmly congratulated on the work of the Conference and on the paper. Many questions were asked.

DATE OF NEXT NATIONAL CONFERENCE.

The next Black Sash National Conference will be held in Natal Coastal Region on or about 18th October, 1973.

(Mrs. Cluver in the chair.)

HEADQUARTERS REGION.

Transvaal Region, proposed by Mrs. Streek and seconded by Mrs. Andrews, was <sup>elected</sup> unanimously to act as Headquarters Region until the next National Conference.

ELECTION OF OFFICE BEARERS.

National President

Mrs. Jean Sinclair

Proposed Mrs. Andrews

Seconded Mrs. Curry.

Elected unanimously, with acclaim.

National Vice-Presidents

Mrs. Joyce Harris

Proposed Mrs. Gaynor

Seconded Mrs. Waite.

Mrs. R. M. Johnston

Proposed Mrs. Mason

Seconded Mrs. Marais.

Both elected unanimously.

(Mrs. Sinclair in the chair.)

FACT PAPER.

YOUTH PROGRAMME.

This paper was presented by Mrs. Judy Cooks, Transvaal Region, on behalf of Mrs. Raphaely who was unable to be present.

There was discussion on the difficulties involved in mixing older children and it was thought that an education programme for white children should be tackled first.

Mrs. Henderson gave information on a seminar organised by a Church organisation in Cape Town, with which she was involved.

GENERAL.

Mrs. Cluver asked that fact papers be distributed in future to all delegates before they are presented.

Regions were reminded that the National President is only too glad to visit them when she is invited.

Thanks.

Mrs. Sinclair thanked Mrs. Mela Zille most warmly for all her very hard work in running the "Universal Aunts".

Mrs. Hill was thanked for a wonderful lunch on Thursday.

Mrs. Deena Streek and Mrs. Diana Andrews thanked the Transvaal Region for all their work, the lunches, the flowers, etc.

Mrs. Jean Sinclair said that she felt that this had been a most successful conference, and how glad she was to see so many young delegates. The fact papers, without exception, had been excellent.

Mrs. Jean Sinclair thanked Mrs. Johnston for her work over the years, especially in connection with National Conferences. She also thanked Mrs. Joyce Harris for all her help, with special reference to publicity; Mrs. Beinashowitz for her work in connection with finance, Mrs. Marais and the committee for all their support and help.

Mrs. Johnston thanked Mrs. Sheena Duncan for her wonderful work in editing the magazine, in running the Advice Office and for all the other hard work she does for the Region.

Mrs. Cluver paid tribute to Mrs. Sinclair for her unceasing work and devotion to the Black Sash.

CLOSURE 3.20 p.m.

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ADDENDUM TO MINUTES OF NATIONAL CONFERENCE, 1972.

The following information was given by Mrs. Gaynor, Natal Coastal Region, about a factory in a Natal Border Area.

2,000 people are employed of whom 1,800 are Africans, about 100 are White and just over 100 are Indians.

Most of the African employees are women who are paid at the rate of R4 to R8 per working week of five shifts of eight hours each. Those who work six shifts per week are given a "bonus" of R1 per week. There is a tea break of  $\frac{1}{4}$  hour and  $\frac{1}{4}$  hour is allowed for lunch.

There are canteen facilities and a very good lunch is available for from 10 to 15 cents. However, since what little transport there is to and from the location costs the workers 20 cents per day, many of the employees cannot afford to eat at the canteen and the incidence of ill-health through malnutrition is high. There is a clinic at the factory and approximately 100 patients are seen per day.

There is a good medical health scheme, and for 4 cents to 7 cents per week (determined on earnings) free doctors, free medicines, free maternity and free T.B. treatment are available. Hospitalized patients are on full pay and sick employees who can produce a doctor's certificate are paid  $\frac{3}{4}$  of their wages.

Many of the African women contract workers are imported from the Transkei on yearly contracts and when they return after leave they are guaranteed no tenure on skilled jobs, i.e. after leave of absence, they may have to start at the bottom again, earning R4 per week.

Some of the employees are local and they live in the adjacent township (20 cents per day bus-fare), but the imported workers have the utmost difficulty in finding accommodation in an already hopelessly overcrowded township and live in squalor. The standard of morality is low and there are constant cases of assault.

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