Jobs for women

From Our Correspondent

LUSAKA, Sunday.

MR. C. E. COUSINS, Commissioner for Labour and Mines, agreed in the Legislative Council with Mr. J. E. Botha, Member for Nkana-Kitwe, that the advancement of African women was an important matter.

The men would be held back unless the women went forward. Mr. Cousins said he thought that not only should African women be employed in domestic service but in other spheres as well.

Special aptitude

They had a special aptitude for nursing, welfare and even industrial work like cotton spinning and weaving. He thought, however, that before being taken into such employment African women should receive some basic elementary education.

Extract from Mr Cousins's speech Legco 9th July 1952

66

Rehabilitation.

The Honourable Member for the Nkana Electoral Area referred to the subject of the training of African women for domestic service. I agree wholeheartedly with what he said on this subject, particularly that the general advancement of the African people to my mind very much depends on the advancement of African women

by means of education and training for particular work. I would, however, go further than the Honourable Member. I consider women are most suitable for certain types of employment such as nursing, welfare work and certain types of work in industry which require a degree of manual dexterity, for example weaving. It seems to me, however, that before one can take African women into employment either in domestic employment or in industry that they should have received some basic elementary education.

It is not within my province to comment on the steps which are being taken or may be taken for the general education of African women but as they do become educated and fit for employment the need will arise more and more for the establishment of suitable training

steps which are being taken or may be taken for the general education of African women but as they do become educated and fit for employment the need will arise more and more for the establishment of suitable training centres.

Some years ago a Committee was formed in Lusaka under the Chairmanship of the then Bishop and certain proposals were made for the establishment of a domestic service training centre in Lusaka. The proposal briefly was that a centre should be built providing accommodation for, I believe, some 30 women who would be under the supervision of a European woman and the Africans would

receive/.....

receive instruction in housewifery under European conditions. Unfortunately, due to lack of funds, this project was never proceeded with. I noticed in the Press some time ago that such a centre had been established in Umtali in Southern Rhodesia. Some 30 girls could be accommodated at one time and the course there would take 3 or 4 months. The girls would be taught to speak household English and use all kinds of machines and utensils found in European homes. The curriculum includes laundry work and ironing, cleaning and polishing of floors, washing up, care of linen, bed making, mending and elementary sewing, simple cookery, laying the table and waiting at table. It seems to me that this is the typ of scheme which should receive encouragement from

voluntary organisations in this Territory and not necessarily await the provision of funds, buildings, etc. from Government.

It may be of interest if I mention that last year we estimated in the Annual Report for the Labour and Mines Department that 35,000 males were employed in domestic service and only 700 females. Male domestic servants form the third largest group of employees in any particular industry. The mines, including small mines, employ 46,000, agriculture some 40,000 and males in domestic service come next with 35,000. In all, including women working in agriculture on European farms, we estimate there are only some 5,100 African women in employment in this Territory.

10th January, 54.

L.S. KALWANI,
c/o District Commissioner's Office (Urban),
P.O. Box 201,
LUSAKA.

See also 64

Greetings,

TRAINING OF AFRICAN WOMEN IN DOMESTIC WORK.

With reference to your letter of 13-1-54. All the schools, given below, are similar to Msonneddi, to which you can make application yourself, begin about the end of January or 1st February, 1954.

(a) MPANDENI, Roman Catholic Mission, 19 miles south of Plumtree,
(b) MSADZI, Church of Sweden, West Nicholson.
(c) MORGENSTER MISSION, Zimbabwe, Fort Victoria.
(d) WANEZI, Brothers in Christ Mission, Filabusi.

A new school - CHIBWERA- NORTON is being built, which may be ready about the middle of the year, may be likely to have vacancies.

Stay well,

NORTHERN RHODESIA GOVERNMENT
LABOUR OFFICER.

COMMISSIONER FOR LABOUR & MINES
21 JAN 1954
P.O. BOX 191 LUSAKA

Extract from

June 10th 1952

64

Mutende.

Domestic Service Training School For African Girls

A training centre has recently been established in Umtali, Southern Rhodesia, to train African girls for domestic service. Thirty girls can be accommodated at a time and the course will take three to four months.

The girls will be taught to speak household English and to use all kinds of machines and utensils found in European homes.

The curriculum will include: Laundry work and ironing, cleaning and polishing of houses, washing up, care of linen, bedmaking, mending and elementary sewing, simple cookery, laying the table and waiting at table.

Cutting from African Weekly 2nd July 1932

AVENUES OF EMPLOYMENT FOR WOMEN

There are about 42,000 women working for wages in the Colony. This includes girls going in for teaching, nursing, domestic service, factory work, crop harvesting, sorting, packing and grading, says the Report of the Kerr Commission on Native Education.

"Nursing is more popular than teaching with the girls, because they not only get their training free, but are also paid while learning, though not many girls can be accepted each year. In future it will be necessary to undertake the full training of African nurses in the hospitals in the Colony."

MATRONS BADLY NEEDED

The report goes on to say that matrons and women welfare workers in African Townships and Industrial Locations and in all girls' hostels, wherever they are situated, are badly needed. "In this connection we urge the resumption of the Women's Home Demonstrator course under some government or municipal auspices. These courses were formerly conducted by the Native Education Department, but as the employment of these trained agents is more social than educational we feel that they now fall outside the scope of an educational department."

Extract from Situma May 195

DOMESTIC TRAINING FOR AFRICAN GIRLS

A training centre has recently been established in Umtali to train African girls for Domestic Service. 30 girls can be accommodated at a time and the course will take 3 to 4 months. The girls will be taught to speak house-hold English and to use all kinds of machines and utensils found in European homes. The curriculum will include laundry work and ironing, cleaning and polishing of houses, washing up, care of linen, bedmaking, mending and elementary sewing, simple cookery, laying the table and waiting at table. —12.

COMMISSIONER FOR LABOUR & WELFARE
30 JUL 1952

Extract from. 2nd July 19

African Weekly

DOMESTIC SERVICE FOR GIRLS STRESSED

Dealing with the education of women and girls, the Kerr Commission on Native Education lays special emphasis on the training of women for domestic service.

"It is agreed almost universally that this work (domestic service) is more suitable for girls than for men and if girls were obtainable they would release a large number of adult male Africans for more suitable work elsewhere. The proposed training centre for this work in Umtali is expected to be ready for pupils in March, 1952, and the Committee hope to train thirty girls

cess of such a scheme for training girls for domestic services, it seems to us, depends entirely on the co-operation of municipal authorities or charitable enterprises in providing a well-organised scheme of hostels within reasonable reach of European residential areas."

"It is agreed almost universally that this work (domestic service) is more suitable for girls than for men and if girls were obtainable they would release a large number of adult male Africans for more suitable work elsewhere. The proposed training centre for this work in Umtali is expected to be ready for pupils in March, 1952, and the Committee hope to train thirty girls at a time for cooking, housework and laundry in European homes. Beit Trustees, the State Lotteries, and the Government have generously supported this scheme. It is proposed that there should be a European domestic science teacher in charge, with an assistant African domestic science teacher and an African matron. This course will be an intensive one lasting for three months," says the report.

"The public must realise that if they want a good type of girl in their home, they must take some responsibility for her welfare. They must either accommodate her in a room attached to the main building or see that she is suitably housed in an approved hostel. The suc-

[illegible] enterprises in providing a well-organised scheme of hostels within reasonable reach of European residential areas."

Extract from

May 27th 1952

Mutende

Labour Commissioner Speaks On African Women And Domestic Service

A Necessity Which Will Take Time

The possibility of African women entering domestic service to relieve the present shortage of man-power in Northern Rhodesia was referred to by Mr. C. E. Cousins, Commissioner for Labour and Mines, when he spoke to members of the Institution of Mining and Metallurgy.

All over the world, said Mr. Cousins, women were employed in domestic service but not in Northern Rhodesia, except to a very limited extent as nursemaids.

He advised those responsible for the planning of African housing areas to bear in mind the possibility of providing buildings where African women could be trained for domes-

power, certain employers were content to accept a low daily task which could be completed in three to four hours.

Co-operation Necessary

Labour Commissioner Speaks On African Women And Domestic Service

A Necessity Which Will Take Time

The possibility of African women entering domestic service to relieve the present shortage of man-power in Northern Rhodesia was referred to by Mr. C. E. Cousins, Commissioner for Labour and Mines, when he spoke to members of the Institution of Mining and Metallurgy.

All over the world, said Mr. Cousins, women were employed in domestic service but not in Northern Rhodesia, except to a very limited extent as nursemaids.

He advised those responsible for the planning of African housing areas to bear in mind the possibility of providing buildings where African women could be trained for domestic work under European conditions.

Mr. Cousins said that the change-over from male domestic servants to female employees would take time and was bound up with the education of African women.

Limited Manpower

Limited manpower and lack of skilled labour was hampering development projects in Northern Rhodesia. The demand for African labour had increased steadily and many employers had experienced difficulty in obtaining their requirements. The Commissioner said that, despite this shortage of manpower, certain employers were content to accept a low daily task which could be completed in three to four hours.

Co-operation Necessary

This was the case with certain contractors and in some agricultural districts. Such a state of affairs could not be rectified, Mr. Cousins continued, until employers co-operated with each other and agreed upon reasonable rates of wages, good housing and other conditions of employment, at the same time demanding a reasonable day's work in return.

Training Necessary

Even that was not sufficient, he added. Training facilities must be improved and the opportunity given even to the lowliest worker to improve his position by study study and hard work.

Extract from African Weekly.

April 2nd 1952

53

New Approach To Domestic Training Of African Girls

UMTALI SHOWS THE WAY

(By Our Reporter)

To train African girls to become thoroughly accustomed to a good standard of cleanliness in person, in clothing and in the home; to discourage all incentives which lead to moral downfall among African town girls and to provide a bridge for the transition from traditional African life to the European way of life and thus avoid the embarrassement which is often experienced by Africans when they first come in contact with Europeans, are among the aims of the curriculum for the African Girls' Domestic Training Centre which has

an way of life and thus avoid the embarrassement which is often experienced by Africans when they first come in contact with Europeans, are among the aims of the curriculum for the African Girls' Domestic Training Centre which has been established in Umtali.

Mr. J. Nesbit, the Director of Native Administration in Umtali said in an interview that the training centre which is expected to open soon was aiming at teaching African girls of good character to become helpful servants in European homes. This could only be done by making them acquainted with the European environment prior to their actual service.

The institution is planned to provide accommodation and training which will make easy the transition from African to European living conditions. African girls will learn to speak household English and also the handling of the machines and equipment such as stoves (both wood and (electric), washing machines, sewing machines, ironing tables, electric irons, refrigerators and many other kinds of household utensils in European homes.

COMPREHENSIVE CURRICULUM

To achieve the desired results of the scheme the following curriculum will be used in the training: laundry work and ironing, cleaning, ery, laying the table and waiting at table.

HEALTHY SURROUNDINGS

The institution, whose buildings are completed, is situated in good and healthy surroundings. Nearby is a Methodist Hostel for African girls and a Police Camp. With this background the African girls will live happy and good lives. Miss de Ones, the Superintendent of the Hostel, said that the teaching staff of the centre would include a European lady instructor from Goromonzi and other trained female teachers with Domestic Science certificates.

QUALIFICATION FOR ADMISSION

The minimum qualifications for

which will make easy the transition from African to European living conditions. African girls will learn to speak household English and also the handling of the machines and equipment such as stoves (both wood and (electric), washing machines, sewing machines, ironing tables, electric irons, refrigerators and many other kinds of household utensils in European homes.

COMPREHENSIVE CURRICULUM

To achieve the desired results of the scheme the following curriculum will be used in the training: laundry work and ironing, cleaning and polishing of houses, washing up care of linen, bedmaking, mending and elementary sewing, simple cook-

HEALTHY SURROUNDINGS

The institution, whose buildings are completed, is situated in good and healthy surroundings. Nearby is a Methodist Hostel for African girls and a Police Camp. With this background the African girls will live happy and good lives. Miss de Ones, the Superintendent of the Hostel, said that the teaching staff of the centre would include a European lady instructor from Goromonzi and other trained female teachers with Domestic Science certificates.

QUALIFICATION FOR ADMISSION

The minimum qualifications for all the applicants to the centre, Miss de Ones said, were to be Standard 4. Asked if Standard 4 was not too low for such an extensive curriculum, she said that the need for such a training was especially great among the lowly educated African girls. This provided a chance for them to learn what those with higher qualifications had done and more.

For further news on Domestic Training see page 16.

Extract from Cape Times. 19th September 1950

49 28

The problem of the domestic servant is always with the harassed housewife. This article points out why Coloured girls prefer factory to domestic work, and warns the housewife that South Africa is the last of the industrialized countries to have domestic servants, that they will become scarcer until there are none. The South African housewife will have to realize this is part of the price of industrialization.

Cape's Rapidly Vanishing Domestic Servant

Part of the Price of Industrialization

AFTER the cost of living, the chief cause of the present-day housewife's headache is probably the difficulty in finding domestic servants. There is a great demand for such persons and a very small supply, and of those that are available a very high percentage are unreliable.

The palmy days of 20 years ago, when there was an almost unlimited supply of girls to cook, launder, nurse, and do general housework at 30s. to £3

5.30 or 6 a.m. until 7 or 9 p.m. with a short break for their meals and perhaps an hour or so free time in the afternoon; where they have one afternoon

winner is ill or has died or is physically handicapped and there are a number of small children at home to be looked after. In many cases the home

Domestic Servant

Part of the Price of Industrialization

AFTER the cost of living, the chief cause of the present-day housewife's headache is probably the difficulty in finding domestic servants. There is a great demand for such persons and a very small supply, and of those that are available a very high percentage are unreliable.

The palmy days of 20 years ago, when there was an almost unlimited supply of girls to cook, launder, nurse, and do general housework at 30s. to £3 a month, are gone for ever and there is a tendency among housewives to bear a permanent grudge against the Coloured people for the present state. Girls are difficult to get and if they are obtainable they demand high wages and sometimes conditions which are very difficult for the ordinary housewife to meet.

They will not accept posts unless there are vacuum cleaners and gadgets of all kinds and unless there are no small children; they demand a great deal of time off and are inclined to be insolent. One sympathizes with the housewives who have known the olden days but have not yet learnt to understand the revolution which has wrought the change.

5.30 or 6 a.m. until 7 or 9 p.m. with a short break for their meals and perhaps an hour or so free time in the afternoon; where they have one afternoon and evening off a week and alternate Sundays, and where they seldom are given paid leave; where the work is often arduous and back-breaking;

By

Dr. O. D. Wollheim

Warden of Cafda

where the mistress is often exacting and short-tempered. Even if the choice were between the perfect housewife with the perfect house and an imperfect factory, I feel that the dice are

winner is ill or has died or is physically handicapped and there are a number of small children at home to be looked after. In many cases the home is broken up by the absconding of the bread-winner; in other cases either the bread-winner or the wife is degenerate and debauched or one of the main contributors to the family income is in gaol for theft or some other crime. Such people are not able to work as domestic servants because the circumstances surrounding them prevent it. In other cases social agencies and welfare institutions cannot send such people because they are unfit for domestic work. No housewife wants a thief or a drunkard or a diseased person in her house.

No More Servants

revolution which has wrought the change.

Now Factory Workers

THE main cause of the shortage has been the tremendous industrialization of the Cape Western Region during the past 10 to 15 years. The industrial census tells us that where in 1938 there were 7,305 Coloured women working in factories in 1945 there were 13,700—an increase of nearly 100 per cent. The indications are that this increase has been maintained at

perfect house and an imperfect factory, I feel that the dice are still heavily loaded in favour of the latter.

Why then, ask many women, are there so many continual calls by charitable institutions to assist destitute and poverty-stricken Coloured families. If they are poor, they argue, then they should be prepared to work, and if they refuse to work they deserve to be poor. There is, of course, some substance in this argument, but the majority of the poverty-stricken and destitute non-European persons are not able to accept domestic

SMUTS

O deadly prank of Fate: this soul whose sphere
Should be where clean stars greet white mountain peaks,
Must haunt dull hollows where the atmosphere
Of base intrigue and party turmoil reeks.

William Charles Scully.

The *Cape Times* is proud to publish this moving quatrain on General Smuts by the late Mr. W. C. Scully. It was found among his papers after his death a few years ago, and is now published for the first time.

No More Servants

SUCH people must be cared for, mainly on the ground of humanity. Adequate social work among such people will often rehabilitate them, but more important than this are the children, who cannot be allowed to exist in such circumstances and who must be saved from a fate similar to that of their parents not only for their own sakes but also for ours.

South Africa is the last of the industrialized countries to have domestic servants at all. Other dominions such as Australia, New Zealand and Canada have long ago given up all thought of regular domestic help except for the very rich, and in no other industrialized country, America or Europe, are there any domestic servants to be had. The South African housewife, too, will have to adjust herself to the fact that domestic servants will become scarcer and scarcer until one day there will be none, and she will have to realize that this is the price we have to pay for industrialization. Either we enjoy the higher standard of living which an industrialized society brings to us and do without servants, or we must revert to the olden days when we had plenty. Since the

10 to 15 years. The industrial census tells us that where in 1938 there were 7,305 Coloured women working in factories in 1945 there were 13,700—an increase of nearly 100 per cent. The indications are that this increase has been maintained at a steady rate. If we assume that there are at the present moment 15,000 Coloured girls employed in the factories, then that number would represent the number of Coloured girls available for domestic service had they not migrated into industrial work.

The same census tells us that 48 per cent. of all Coloured people employed by factories are women, whereas only 29 per cent. of Europeans are women. In the food and drink industries alone there are 4,000 Coloured girls employed, while the textile industries, which cover garment making as well as knitting, spinning and weaving, employ 7,000 Coloured girls.

Industry Preferred

MANY housewives find it difficult to understand why Coloured girls will go to factories when they could go into domestic service. They assert that in domestic service there is a home

they are poor, they argue, then they should be prepared to work, and if they refuse to work they deserve to be poor. There is, of course, some substance in this argument, but the majority of the poverty-stricken and destitute non-European persons are not able to accept domestic service.

Most of them are poverty-stricken because the bread-

scarcer and scarcer until one day there will be none, and she will have to realize that this is the price we have to pay for industrialization. Either we enjoy the higher standard of living which an industrialized society brings to us and do without servants, or we must revert to the olden days when we had plenty. Since the clock cannot be put back, the former alternative is the only one.

Industry Preferred

MANY housewives find it difficult to understand why Coloured girls will go to factories when they could go into domestic service. They assert that in domestic service there is a home and family atmosphere and the personal touch; their wages, although lower than those paid in industry, include board and lodging; many other favours in the form of clothing, uniforms, etc., are enjoyed by the maid, and the conditions of work today are not nearly as arduous as they were 20 years ago. Why then, they ask, do these girls prefer to go into the impersonal atmosphere of a factory where they are only so many labour units, where they get little in the form of clothing allowances and where for their wages they must find their own accommodation and pay for their food?

The reasons are not far to seek. The wages paid in industry to Coloured girls average £132 a year, which amounts to £11 a month. This wage is probably double the average paid by housewives, and, although no board and lodging is included in it, most of the

The girls in most cases also have no work on Saturdays or Sundays; their hours are strictly limited from 8 a.m. to 6 p.m. with adequate time off for meals and morning and afternoon tea; regular annual paid leave of two or three weeks is granted, and in many of the better factories free medical attention, pension and bonus schemes, as well as other attractions, are offered.

Probably one of the greatest attractions to girls in the factories is the companionship with large numbers of other girls of their own class and of similar habits and customs. It is seldom realized by housewives how lonely a domestic servant can become if she is the only one in a household of Europeans and with little time off. At tea time and at meal times factory girls for the most part have a pleasant canteen to go to where they can gossip and chatter, music is played to them during their working hours and the work is seldom arduous.

Dice Loaded

IT is, therefore, not to be wondered at that non-European girls prefer these conditions to the conditions so often obtaining in domestic service, where they are expected to be on duty from

ROM THE BULAWAYO CHRONICLE 3rd May 1949

African Female Labour

MRS. STEVENS (Bulawayo, April 28) writes: It has often been mooted that more native girls should be employed as servants. One of the biggest deterrents to this is the amount of pay they expect.

A "nannie," quite untrained, who spends most of the day sitting talking to her boy friends or other "nannies" (while ostensibly looking after children) gets anything from £2 per month, all found. If females' wages were on a par with those of "boys," more people might employ them. A young untrained girl could start at say, 25s. per month, rising 1s. per month as she became more efficient (the employer, of course, having the onus of training her).

Even then, their constant absences, lapses and moods render them less satisfactory than "boys," so it would hardly pay to employ them, especially at so much higher wages.