

of the Marievale Gold Mines, about 40 miles out of Johannesburg. We had the privilege of spending a long half day at the Marievale Gold Mines. This is a relatively shallow mine, being only 3,200 feet deep, as against some of those which are 12,000 feet deep in Johannesburg. Mr. Goode and his staff gave us a first-hand demonstration of some of the problems the industrialists face in employing large numbers of unskilled black workers.

For example, there is a tremendous turnover in the labour force, not only in the mining industry but in others as well. The Portuguese government has contracted to supply 100,000 men per year from Mozambique and related areas outside of South Africa. On the other hand, the State of Malawi supplies another 100,000 from the north. These people usually come in under contracts of from 15 months to two years. Those from the Republic of South Africa usually have a two-year contract, and the company pays their transport both ways. The reason for the limited contracts is: First, to avoid setting up normal homeland communities around the mines or industries, where the families would live and multiply; secondly, by treating the workers as transients, they are required to return to their homelands at the end of whatever period their contract calls for. Their passports are stamped, and they cannot return if they commit a misdemeanor of any kind. As a result, these people do not acquire any status as citizens in South Africa.

The Marievale Gold Mines employ 4,400 workers, of which 400 are whites and the rest blacks. The blacks come mainly from seven tribes and—something that most of our group had not thought about—the first thing the company had to do was to train these people in a common language. In other words, they came from their homelands speaking seven different dialects or languages, but in order to have an efficient operation in the mines it was essential that everyone, both whites and blacks, speak the same language so that there would be proper communication. Therefore, the first thing that is done when the new group of workers comes in, whether it be from Malawi, Lesotho, Basutoland, Swaziland, or Transkei, is literally to send them to school to learn a new language, a common language, Phalagalo. This is the *lingua franca* of the Bantu miners, a mixture of English, Afrikaans and Zulu. Blacks and whites have to learn this language, because it is the only means of communication in the mines.

The mine management also has very carefully worked out methods of psychological testing in order to determine the aptitudes of these chaps who have come from the bushlands into an industrial society. They have a system, similar to what we would use in some of our industries, of psychological testing and evaluation. They bring the Bantus in from 16 years of age upwards and they rate these people on a scale from one to 13. Those who rate from one to five are mechanically minded, and those who rate from six to 13 would be less suitable for that kind of work.

After learning the language, men are then put through varying kinds of drills in order to test their qualities of initiative, leadership and capacity to carry out a program of work. For example, we were shown a group of six Bantus who had been brought in and had taken the training for a period of three months, and who were now ready

to take the aptitude tests to see what they were going to do. We were taken outside to a large concrete circle, about three feet high and about 30 feet in diameter. There was a series of wooden platforms of different shapes and sizes which, if properly put together, could be fitted into this circular framework. These six men were given ten minutes to put the sort of Meccano set together. They were told what they were to do and then the time clock started running, and it was up to them to put the pieces together. They immediately started to put some pieces in, but when half the time was up it was obvious they were not going to get the pieces together. They then talked and argued amongst themselves for a time, and it looked as if one of them was going to show some capacity for leadership and direct the others, but after about seven minutes they simply quit and gave up. On asking what would happen to these men, who obviously failed this particular test, we were told they would be "lashers," which is the lowest form of life in the mines. They would be the fellows who lie on their sides in a 36-inch seam and shovel the rock out into the cars to be taken out of the mines.

This is just one example of the problems of getting a productive labour force. It is said that at the present time it takes about three black Africans to equal the output of one white man. So, even though the wages may be low, the actual gross cost is pretty high. Productivity is low, and with the training period and the rapid turnover, cheap labour does not come out so cheaply.

In view of the fact that Canada imports a substantial amount of sugar from South Africa, our group had the privilege of visiting the South African sugar industry, which is unusual in the sense that the agricultural and manufacturing sectors are closely integrated. These operate through two separate representative organizations—the South African Cane Growers Association, representing the producers, and the South African Millers Association, representing the manufacturers, and the two make up the South African Sugar Association.

The South African sugar industry represents an investment of 500 million rand, which is between \$750 and \$800 million. It consists of 8,327 farmers, 20 sugar factories, and 170,000 employees. Mr. Anson Lloyd, the chairman of the South African Sugar Association, was more than kind in showing the group through the entire sugar operation and then entertaining them to lunch. I think it is true to say that this sugar operation is one of the most efficient, well-organized, scientific and businesslike organizations not only in Africa but in many other countries. It was certainly another example of a high quality industrial complex, similar to the fine introduction we had to South Africa's industrial approach in the Bureau of Standards.

After leaving the sugar establishment the group spent the weekend in Durban, which is the most Indian city in South Africa. The greatest proportion of Indians anywhere is to be found in this community. It is a beautiful area, and is organized with a typical Indian emphasis on business acumen and solidarity.

From Durban we flew to Cape Town, the main capital of South Africa. I should say here that the capital is in two parts. The official capital where the administrative offices are located is in Pretoria, about 40 miles from Johannesburg, but the capital where Parliament meets is on the