

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 NIEKERK : 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 Pirow'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  
/ liabilities

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 ~~th~~ a few years, would amount to the whole lot ?--- (Mr Roberts): To be perfectly candid about the thing, I have not looked 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-organisation 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,

/ if it

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 Limebeer 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 land 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 trammig 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 trammig 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

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 those 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 tramping 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  
/ money

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

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