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BUITENGEWONE

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Alle Proklamasies, Goewerments- en Algemene Kennisgewings, wat vir die eerste maal gepubliseer word, is in die linker-bohoek met 'n \* gemerk.

All Proclamations, Government and General Notices published for the first time, are indicated by a \* in the left-hand upper corner.

## GOEWERMENTSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

### DEPARTEMENT VAN ARBEID.

\* No. 84.] [14 Januarie 1955.  
NYWERHEID-VERSOENINGSWET, 1937.

### VLEISBEDRYF, OOS-LONDEN.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, verklaar hierby—

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Vleisbedryf betrekking het, vanaf die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde tweede Maandag eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasie of daardie vereniging is;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 16, 17 en 20 tot en met 22 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde tweede Maandag eindig, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde Bedryf in die magistraatsdistrik Oos-Londen; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 16, 17 en 20 tot en met 22 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde tweede Maandag eindig, in die magistraatsdistrik Oos-Londen, *mutatis mutandis* van toepassing is ten opsigte van persone in genoemde Bedryf, wat nie by die woordomskriving van die uitdrukking „werknemer”, vervat in artikel *een* van genoemde Wet, ingesluit is nie.

B. J. SCHOEMAN,  
Minister van Arbeid.

## GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

### DEPARTMENT OF LABOUR.

\* No. 84.] [14 January 1955.  
INDUSTRIAL CONCILIATION ACT, 1937.

### MEAT TRADE, EAST LONDON.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, do hereby—

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Meat Trade, shall be binding from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation or that trade union;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 3 to 16 (inclusive), 17 and 20 to 22 (inclusive) of the said Agreement shall be binding from the second Monday after the date of publication of this notice, and for the period ending two years from the said second Monday, upon the other employers and employees engaged or employed in the said trade in the Magisterial District of East London; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Magisterial District of East London and from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, the provisions contained in clauses 3 to 17 (inclusive), 17 and 20 to 22 (inclusive) of the said Agreement shall *mutatis mutandis* apply in respect of such persons in the said Trade as are not included in the definition of the expression “employee”, contained in section *one* of the said Act.

B. J. SCHOEMAN,  
Minister of Labour.

## BYLAE.

NYWERHEIDSRAAD VIR DIE VLEISBEDRYF  
(OOS-LONDEN).

## OOREENKOMS

ingevoelge die bepalings van die Nywerheid-versoeningswet, 1937, gesluit en aangegaan tussen die—

East London Meat Traders Association

(hieronder „die werkgewers” of „die werkgewersorganisasie” genoem), aan die een kant, en die

East London Meat Trade Union

(hieronder „die werknemers” of „die vakvereniging” genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Vleisbedryf (Oos-Londen).

## 1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die magistraats-distrik Oos-Londen nagekom word deur alle werkgewers wat lede van die werkgewersorganisasie is en wat die vleisbedryf beoefen, en deur alle werknemers wat lede van die vakvereniging is en in daardie bedryf in diens is en vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word.

## 2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op sodanige datum as wat deur die Minister van Arbeid ingevoelge artikel agt-en-veertig van die Wet vasgestel word en bly twee jaar lank van krag of vir sodanige tydperk as wat hy kan bepaal.

## 3. WOORDOMSKRYWINGS.

Enige uitdrukkings wat in hierdie Ooreenkoms gebesig word en wat in die Wet omskryf is, het dieselfde betekenis as in die Wet. Enige verwysings na 'n Wet sluit enige wysigings daarvan in, en tensy die teenoorgestelde bedoeling blyk, sluit woorde wat die manlike geslag aandui ook vrouens in; voorts, tensy dit strydig is met die samehang, beteken—

- „Wet”, die Nywerheid-versoeningswet, No. 36 van 1937;
- „inrigting”, 'n plek waar die vleisbedryf uitgeoefen word;
- „eerste blokman”, 'n gekwalifiseerde blokman in beheer van 'n kleinhandelsslaghuis waarin een of meer blokmanne in diens is;
- „gekwalifiseerde blokman”, 'n werknemer, uitgesonderd 'n los blokman, 'n blokman se assistent, of 'n arbeider, wat vleis opсны en wat klante in 'n kleinhandelsslaghuis bedien en daarbenewens enige ander nodige werk in 'n slaghuis kan doen, met minstens vyf jaar ondervinding;
- „ongekwalifiseerde blokman”, 'n werknemer met minder as vyf jaar ondervinding in die vleisbedryf, en wat in diens is om die werk van 'n blokman te leer;
- „blokman se assistent”, 'n werknemer, uitgesonderd 'n ongekwalifiseerde blokman, of arbeider, wat onder toesig van 'n gekwalifiseerde blokman die blokman behulpsaam is met die opсны van vleis vir verkoop, wors maak, vleis maal en/of pomp, en wat nie-blanke klante kan bedien;
- „klerklike werknemer”, 'n werknemer wat uitsluitlik of hoofsaaklik enige soort klerklike werk verrig, en sluit 'n kassier, telefonis en boekhouer in;
- „klerklike werknemer, gekwalifiseer”, 'n manlike klerklike werknemer met minstens sewe jaar ondervinding, of 'n vroulike klerklike werknemer met minstens vier jaar ondervinding, na gelang van die geval;
- „deeltydse klerklike werknemer”, 'n klerklike werknemer wat as sulks vir hoogstens 24 gewone uur in enige week in diens is;
- „los blokman”, 'n werknemer wat vir hoogstens drie dae in enige enkele week as 'n blokman in diens is;
- „los werknemer”, 'n werknemer, uitgesonderd 'n blokman, wat vir hoogstens drie dae in enige enkele week by 'n bepaalde werkgewer in diens is;
- „winkelbediende”, 'n vroulike persoon wat bestellings opmaak en toedraai, aantekening hou van die hoeveelhede en/of gewigte van goedere, goedere vir aflewering weeg, vleisprodukte afweeg en verkoop en gekookte en/of behandelde vleis en/of vars vleis wat vooraf gesny is, opсны en/of in skyfies sny of verkoop;
- „Raad”, die Nywerheidsraad vir die Vleisbedryf (Oos-Londen) wat ingevoelge die bepalings van artikel negentien van die Nywerheid-versoeningswet, 1937, geregistreer is;
- „Sekretaris”, die Sekretaris van die Nywerheidsraad vir die Vleisbedryf (Oos-Londen);
- „hoofslagter”, 'n slagter in beheer van een of meer slagters;
- „slagter”, 'n werknemer wat lewende hawe doodmaak en/of doodmaak deur bloedlating en karkasse afslag en/of skoonmaak;
- „slagtersassistent”, 'n werknemer wat, onder toesig van 'n slagter, die slagter behulpsaam is;
- „vervaardiger van vleisprodukte en/of spekbereier”, 'n werknemer, uitgesonderd 'n arbeider, wat wors, polonic, bloedwors, sult of enige vleisprodukt maak wat bedoel is vir menslike verbruik en/of vleis kook of preserveer en/of spek berei;

## SCHEDULE.

## INDUSTRIAL COUNCIL FOR THE MEAT TRADE, EAST LONDON.

## AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, No. 36 of 1937, made and entered into by and between—

The East London Meat Traders Association

(hereinafter referred to as the “employers” or the “employers organisation”), of the one part, and

The East London Meat Trade Union

(hereinafter referred to as the “employees” or “the trade union”), of the other part,

being parties of the Industrial Council for the Meat Trade, East London.

## 1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed within the Magisterial District of East London by all employers who are members of the employers' organisation and who are engaged in the Meat Trade, and by all employees who are members of the trade union and who are employed in that trade and for who minimum wages are prescribed in this Agreement.

## 2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister of Labour in terms of Section forty-eight of the Act, and shall remain in force for two years or for such period as may be determined by him.

## 3. DEFINITIONS.

Any terms used in this Agreement, which are defined in the Act, shall have the same meaning as in the Act. Any reference to an Act shall include any amendments thereto, and unless the contrary intention appears, words importing the masculine gender shall include females; further unless inconsistent with the context—

- “Act” means the Industrial Conciliation Act, No. 36 of 1937;
- “establishment” means any place in which the meat trade is carried on;
- “first blockman” means a qualified blockman in charge of a retail butcher's shop in which one or more blockmen are employed;
- “qualified blockman” means an employee other than a casual blockman, a blockman's assistant, or a labourer, who cuts up meat or serves customers in any retail butcher's shop, and who may, in addition, do any other work necessary in a butcher's shop and who has had not less than five years' experience;
- “unqualified blockman” means an employee who has had less than five years' experience in the meat trade, and who is engaged in learning the work of a blockman;
- “blockman's assistant” means an employee other than an unqualified blockman or a labourer, who, under the supervision of a qualified blockman, assists such blockman in cutting up meat for sale, making sausages, mincing and/or pumping meat, and who may serve non-European customers;
- “clerical employee” means an employee who is wholly or mainly engaged in any form of clerical work and includes a cashier, telephone operator, bookkeeper;
- “clerical employee qualified” means a male clerical employee who has had not less than seven years experience, or a female clerical employee who has had not less than four years experience, as the case may be;
- “part time clerical employee” means a clerical employee who is employed as such for not more than twenty-four ordinary hours in any week;
- “casual blockman” means an employee who is employed on the work of a blockman for not more than three days in any one week;
- “casual employee” means an employee, other than a blockman, who is employed by a particular employer for not more than three days in any one week;
- “shop assistant” means a female who assemble and parcels orders, records quantities and/or weights of goods, weighs goods for delivery, weighs and sells smallgoods and cutting and/or slicing and selling of cooked and or processed meat, and/or pre-cut fresh meat;
- “Council” means the Industrial Council for the Meat Trade, (East London) registered in terms of section nineteen of the Industrial Conciliation Act, 1937;
- “Secretary” means the Secretary of the Industrial Council for the Meat Trade, East London;
- “head slaughterman” means a slaughterman in charge of one or more slaughtermen;
- “slaughterman” means an employee engaged in killing and/or bleeding livestock and in flaying and/or dressing carcasses;
- “slaughterman's assistant” means an employee who, under the supervision of a slaughterman, assists the slaughterman;
- “smallgoodsman and/or bacon curer” means an employee other than a labourer engaged in making sausages, polonies, black puddings, brawn or any meat product intended for human consumption and/or cooking or preserving meat and/or curing bacon;

"vervaardiger van vleisprodukte en/of 'n spekbereier, gekwalifiseer," 'n vervaardiger van vleisprodukte en/of 'n spekbereier met minstens vyf jaar ondervinding;

"vervaardiger van vleisprodukte en/of 'n spekbereier, ongekwalifiseer," 'n vervaardiger van vleisprodukte en/of 'n spekbereier met minder as vyf jaar ondervinding;

"ondervinding", die totale duur van alle dienstydperke van 'n werknemer in een of meer beroepe in die vleisbedryf, voor sowel as na die datum waarop hierdie Ooreenkoms in werking tree, en sluit enige tydperk of tydperke in wat altesaam nie meer as een maand gedurende 'n tydperk van twaalf (12) agtereenvolgende maande is nie, waarin 'n werknemer van die werk afwesig was weens oorsake buite die werknemer se beheer;

"uurloon"—

(1) die dagloon gedeel deur 8 ten opsigte van werknemers vir wie lone in artikel 4 (c) voorgeskryf word;

(2) die weekloon gedeel deur—

- (a) 46 ten opsigte van werknemers vir wie lone in artikel 4 (a), (d) en (h) voorgeskryf word;
- (b) 48 in die geval van werknemers vir wie lone in artikel 4 (g) voorgeskryf word;
- (c) 49 in die geval van werknemers vir wie lone in artikel 4 (e) voorgeskryf word; of

(3) die maandloon gedeel deur 200 ten opsigte van werknemers vir wie lone in artikel 4 (b) en (f) voorgeskryf word;

"arbeider", 'n werknemer wat uitsluitlik een of meer van die volgende werksaamhede verrig:—

- (a) 'n Winkel skoonmaak;
- (b) bestellings wat deur 'n blokman opgemaak is, aflewer;
- (c) bestellings van klante van buite die winkel versamel;
- (d) sopvleis opsaag;
- (e) bene skoonmaak en opkap;
- (f) vet vir braaivet opsky en smelt;
- (g) gereedskap skoon- en skerpmaak;
- (h) pluivee pluk en skoonmaak;
- (i) vleis pomp;
- (j) vleis maal;
- (k) wild en kalwers afslag en skoonmaak;
- (l) vleis vir die vervaardiging van vleisprodukte opsky;

"vleisbedryf"—

- (a) sonder om in enige opsig die gewone betekenis van die uitdrukking te beperk, die hantering van vleis, hetsy vir die groot- of kleinhandel, met inbegrip van die bereiding van vleisprodukte as dit onder gewone omstandighede met die klein- of groothandelslaghuissigheid geassosieer word en met inbegrip van die beroepe en werksaamhede wat daaraan verbonde is as dit aldus daarmee geassosieer word. Vir die toepassing van hierdie woordskrywing omvat vleis ook vis en pluimvee;
- (b) die slag van lewende hawe en die preserving of bereiding van die karkasse of enige gedeelte daarvan vir verkoop;

"lewende hawe", enige bul, jong bul, koei, vers. jong os, kalf, skaap, lam, bok, vark of ander viervoetige dier bestem vir menslike verbruik;

"motorvoertuigdrywer", 'n werknemer wat uitsluitlik of hoofsaaklik 'n motorvoertuig dryf, wat gebruik word vir die vervoer van goedere, met inbegrip van lewende hawe;

"Oos-Londen", die magistraatsdistrik Oos-Londen.

#### 4. LONE.

Geen lone wat laer is as onderstaande mag deur 'n werkgever betaal of deur 'n werknemer aangeneem word nie.

|                                                                    | Per week.  |    |    |
|--------------------------------------------------------------------|------------|----|----|
|                                                                    | £          | s. | d. |
| (a) Eerste blokman                                                 | 7          | 2  | 6  |
| Blokman, gekwalifiseer                                             | 6          | 2  | 6  |
| Vervaardiger van vleisprodukte en/of 'n spekbereier, gekwalifiseer | 6          | 2  | 6  |
|                                                                    | Per maand. |    |    |
|                                                                    | £          | s. | d. |
| (b) (i) Klerklike werknemer (manlik, gekwalifiseer)                | 26         | 10 | 0  |
| (ii) Klerklike werknemer (manlik, ongekwalifiseer)                 |            |    |    |
| gedurende eerste jaar ondervinding                                 | 7          | 0  | 0  |
| gedurende tweede jaar ondervinding                                 | 10         | 0  | 0  |
| gedurende derde jaar ondervinding                                  | 13         | 5  | 0  |
| gedurende vierde jaar ondervinding                                 | 16         | 10 | 0  |
| gedurende vyfde jaar ondervinding                                  | 20         | 0  | 0  |
| gedurende sesde jaar ondervinding                                  | 23         | 10 | 0  |
| gedurende sewende jaar ondervinding                                | 25         | 0  | 0  |

(c) Los blokman, £1. 2s. 6d. per dag of gedeelte daarvan.  
Los werknemer: 'n Bedrag *pro rata* vir die werklike tydperk wat deur hom gewerk is teen die voorgeskrywe skaal wat van toepassing is op die klas werk wat hy verrig.

"small-goodsman and/or bacon curer, qualified," means a small-goodsman and/or bacon curer who has had not less than five years experience;

"small-goodsman and/or bacon curer, unqualified," means a small-goodsman and/or bacon curer who has had less than five years' experience;

"experience" means the total length of all periods of employment an employee has had in one or more occupations in the Meat Trade, both before and subsequent to the date of commencement of this Agreement, and includes any period or periods, not exceeding in all one month during any period of twelve (12) consecutive months during which an employee has been absent from work due to causes beyond the employee's control;

"hourly wage" means—

(1) the daily wage divided by 8 in respect of employees for whom wages are prescribed in section 4 (c);

(2) the weekly wage divided by—

- (a) 46 in respect of employees for whom wages are prescribed in section 4 (a), (d) and (h);
- (b) 48 in respect of employees for whom wages are prescribed in section 4 (g);
- (c) 49 in respect of employees for whom wages are prescribed in section 4 (e); or

(3) the monthly wage divided by 200 in respect of employees for whom wages are prescribed in section 4 (b) and (f);

"labourer" means an employee exclusively employed in one or more of the following occupations:—

- (a) Cleaning of a shop;
- (b) the delivery of orders made up by a blockman;
- (c) the collection of orders from customers beyond the shop;
- (d) sawing up soup meat;
- (e) cleaning and chopping of bones;
- (f) cutting up and melting of fat for dripping;
- (g) cleaning and grinding tools;
- (h) plucking and dressing of poultry;
- (i) pumping meat;
- (j) mincing of meat;
- (k) skinning and cleaning of game and calves;
- (l) cutting up meat for the manufacture of small goods;

"Meat Trade" means—

- (a) without in any way limiting the ordinary meaning of the expression, the handling of meat, whether by wholesale or retail, including the preparation of meat products if normally associated with the retail or wholesale butchery business and including occupation and operations incidental thereto if so associated. For the purpose of this definition meat includes fish and poultry;
- (b) the slaughtering of livestock and the preservation or preparation for sale of the carcasses or any portion thereof;

"livestock" means any bull, bullock, cow, heifer, steer, calf, sheep, lamb, goat, pig or other quadruped intended for human consumption;

"motor vehicle driver" means an employee wholly or mainly engaged in driving a motor vehicle used for the conveyance of goods, including livestock;

"East London" means the Magisterial District of East London.

#### 4. WAGES.

No employer shall pay and no employee shall accept wages lower than the following:—

|                                               | Per Week.  |    |    |
|-----------------------------------------------|------------|----|----|
|                                               | £          | s. | d. |
| (a) First blockman                            | 7          | 2  | 6  |
| Blockman, qualified                           | 6          | 2  | 6  |
| Small-goodsman and/or bacon curer (qualified) | 6          | 2  | 6  |
|                                               | Per Month. |    |    |
|                                               | £          | s. | d. |
| (b) (i) Clerical employee (qualified male)    | 26         | 10 | 0  |
| (ii) Clerical employee (unqualified male)—    |            |    |    |
| during first year of experience               | 7          | 0  | 0  |
| during second year of experience              | 10         | 0  | 0  |
| during third year of experience               | 13         | 5  | 0  |
| during fourth year of experience              | 16         | 10 | 0  |
| during fifth year of experience               | 20         | 0  | 0  |
| during sixth year of experience               | 23         | 10 | 0  |
| during seventh year of experience             | 25         | 0  | 0  |

(c) Casual blockman: £1. 2s. 6d. per day or part thereof.

Casual employee: Pro rata amount for the actual period worked by him at the prescribed rate applicable to the class of work he performs.

|                                                                                         | Per<br>week.<br>£ s. d. |
|-----------------------------------------------------------------------------------------|-------------------------|
| (d) Ongekwalfiseerde blokman en/of vervaardiger van vleisprodukte en/of 'n spekbereier— |                         |
| gedurende eerste jaar ondervinding ...                                                  | 2 10 0                  |
| gedurende tweede jaar ondervinding ...                                                  | 3 5 0                   |
| gedurende derde jaar ondervinding ...                                                   | 3 15 0                  |
| gedurende vierde jaar ondervinding ...                                                  | 4 5 0                   |
| gedurende vyfde jaar ondervinding ...                                                   | 5 5 0                   |
| (e) Arbeider (18 jaar en ouer) ...                                                      | 1 7 6                   |
| Arbeider (onder 18 jaar) ...                                                            | 0 18 6                  |

|                                                          | Per<br>maand.<br>£ s. d. |
|----------------------------------------------------------|--------------------------|
| (f) (i) Klerklike werknemer (vroulik), gekwalifiseer ... | 14 10 0                  |
| (ii) Klerklike werknemer (vroulik), ongekwalfiseer—      |                          |
| gedurende eerste jaar ondervinding ...                   | 8 0 0                    |
| gedurende tweede jaar ondervinding ...                   | 9 10 0                   |
| gedurende derde jaar ondervinding ...                    | 11 10 0                  |
| gedurende vierde jaar ondervinding ...                   | 13 10 0                  |

|                                 | Per<br>week.<br>£ s. d. |
|---------------------------------|-------------------------|
| (g) Motorvoertuigdrywers ...    | 3 0 0                   |
| Drywer van 'n dierevoertuig ... | 1 5 0                   |
| (h) Hoofslagter ...             | 5 10 0                  |
| Slagter ...                     | 4 5 0                   |
| Slagtersassistent ...           | 1 12 6                  |
| Blokman se assistent ...        | 1 10 0                  |
| (i) Winkelbediende ...          | 2 15 0                  |

(j) Deeltydse klerklike werknemer: Minstens 60 persent van die loon van 'n gekwalifiseerde klerklike werknemer.

(k) Benewens die loon wat ingevolge die bepalings van hierdie artikel aan 'n werknemer betaalbaar is, moet 'n werknemer op elke betaaldag aan sodanige werknemer 'n lewenskostetoelae betaal van minstens die bedrag wat in Oorlogsmaatregel No. 43 van 1942, soos van tyd tot tyd gewysig, vasgestel is.

#### 5. BETALING VAN LONE EN LOONSKALE.

(1) Lone, oortydwerk en ander besoldiging moet weekliks op Saterdag in kontant aan werknemers wat op 'n weeklikse basis in diens is, betaal word, of maandeliks aan werknemers wat op 'n maandelikse basis besoldig word, of by diensbeëindiging in die geval van los-werknemers of ander werknemers, indien dit voor die gewone betaaldag van sodanige werknemers plaasvind.

(2) Geen werknemer kan verplig word om as deel van sy dienskontrak by die werkgever of by 'n plek wat deur die werkgever aangewys word, te loseer of in te woon, of om goedere van sy werkgever te koop nie. 'n Werknemer wat instem om losies of inwoning of losies sowel as inwoning van sy werkgever aan te neem, kan nie verplig of toegelaat word om meer per week te betaal nie as—

|                           | Vir losies en<br>inwoning.<br>s. d. | Slegs vir<br>losies.<br>s. d. | Slegs vir<br>inwoning.<br>s. d. |
|---------------------------|-------------------------------------|-------------------------------|---------------------------------|
| Arbeiders ...             | 5 0                                 | 3 0                           | 2 0                             |
| Alle ander werknemers ... | 15 0                                | 10 0                          | 5 0                             |

(3) Behoudens die bepalings van klousule 16, kan geen boetes gehef of bedrae van enige aard afgetrek word van die bedrae wat aan 'n werknemer verskuldig is vir lone en oortydwerk nie; met dien verstande dat—

- waar 'n werknemer van die werk af wegbly, 'n bedrag in verhouding tot sodanige afwesigheid afgetrek kan word;
- in die geval van 'n werknemer wat instem om losies en/of inwoning aan te neem, die werkgever 'n bedrag van sodanige bedrae kan aftrek wat nie die bedrag wat in sub-artikel (2) van hierdie artikel bepaal word, te bowe gaan nie;
- waar 'n werkgever kragtens enige wet, ordonnansie of regs-geding verplig is om vir of ten behoeve van 'n werknemer 'n betaling te doen, enige sodanige bedrag wat aldus betaal is, afgetrek kan word.

(4) Ingeval die besigheid van 'n werkgever nie die indiens-neming van 'n lorrifiedrywer vereis nie, word die werkgever toegelaat om 'n werknemer te besoldig teen die voorgeskrewe loon-skaal vir die tyd wat werklik op die lorry gewerk is. Vir die res van die werknemer se tyd moet betaal word teen die heersende loon vir die soort werk wat hy verrig.

(5) 'n Werkgever kan, indien hy dit verkies, by die Raad aan-soek doen om vrystelling van artikel 7 (1) (iii), 8 (2) en 9 (1) van hierdie Ooreenkomst ten opsigte van 'n eerste blokman en/of vervaardiger van vleisprodukte soos in artikel 3 omskryf; met dien verstande dat sodanige werknemer 'n salaris van minstens £480 per jaar ontvang.

#### 6. GETALLEVERHOUDING VAN WERKNEMERS.

(1) *Slagter en slagtersassistent.*—'n Werkgever mag nie 'n slagtersassistent in diens neem nie tensy daar 'n slagter by hom in diens is, en vir elke slagter wat by hom in diens is, kan hoogstens drie slagtersassistenten in diens geneem word.

(2) *Blokman.*—'n Werkgever mag nie 'n ongekwalfiseerde blokman in diens neem nie, tensy daar 'n gekwalifiseerde blokman by hom in diens is, en vir elke gekwalifiseerde blokman wat in diens is, kan hoogstens een ongekwalfiseerde blokman in diens geneem word.

|                                                                   | Per<br>Week.<br>£ s. d. |
|-------------------------------------------------------------------|-------------------------|
| (d) unqualified blockman and/or smallgoodsman and/or bacon curer— |                         |
| during first year of experience ...                               | 2 10 0                  |
| during second year of experience ...                              | 3 5 0                   |
| during third year of experience ...                               | 3 15 0                  |
| during fourth year of experience ...                              | 4 5 0                   |
| during fifth year of experience ...                               | 5 5 0                   |
| (e) labourer (18 years old and over) ...                          | 1 7 6                   |
| labourer (under 18 years) ...                                     | 0 18 6                  |

|                                                   | Per<br>Month.<br>£ s. d. |
|---------------------------------------------------|--------------------------|
| (f) (i) Clerical employee (female), qualified ... | 14 10 0                  |
| (ii) Clerical employee (female), unqualified—     |                          |
| during first year of experience ...               | 8 0 0                    |
| during second year of experience ...              | 9 10 0                   |
| during third year of experience ...               | 11 10 0                  |
| during fourth year of experience ...              | 13 10 0                  |

|                                    | Per<br>Week.<br>£ s. d. |
|------------------------------------|-------------------------|
| (g) Motor vehicle drivers ...      | 3 0 0                   |
| Driver of animal drawn vehicle ... | 1 5 0                   |
| (h) Head slaughterman ...          | 5 10 0                  |
| Slaughterman ...                   | 4 5 0                   |
| Slaughterman's assistant ...       | 1 12 6                  |
| Blockman's assistant ...           | 1 10 0                  |
| (i) Shop assistant ...             | 2 15 0                  |

(j) Part time clerical employee: not less than 60 per cent of the wage of a qualified clerical employee.

(k) In addition to the wages payable to an employee in terms of this section, an employer shall on each pay day pay to such employee a cost of living allowance not less than that laid down in War Measure No. 43 of 1942, as amended from time to time.

#### 5. PAYMENT OF WAGES AND RATES.

(1) Wages, overtime rates and other remuneration shall be paid in cash weekly on Saturdays to employees who are employed by the week, or monthly to employees who are paid on a monthly basis, or on termination of employment in the case of casual employees or other employees, if this should take place before the ordinary pay-day of such employees.

(2) No employee shall be required as part of contract of his employment to board or lodge with his employer or at any place nominated by his employer or to purchase any goods from his employer. An employee who agrees to accept board or lodging, or both, from his employer shall not be required or allowed to pay more per week than:—

|                         | For Board and<br>Lodging.<br>s. d. | For Board<br>only.<br>s. d. | For Lodging<br>only.<br>s. d. |
|-------------------------|------------------------------------|-----------------------------|-------------------------------|
| Labourer ...            | 5 0                                | 3 0                         | 2 0                           |
| All other employees ... | 15 0                               | 10 0                        | 5 0                           |

(3) Subject to the provisions in section 16, no fines or deductions of any kind shall be made from amounts due to any employees as wages or payment for overtime, provided that—

- where an employee absents himself from work, a pro rata amount may be deducted for the period of such absence;
- an employer may deduct from such amounts, in the case of an employee who agrees to board and/or lodge with him, an amount not exceeding the amount provided for in sub-section (2) of this section;
- where an employer is compelled by any law or ordinance or legal process to make payment for or on behalf of an employee, any such amount so paid may be deducted.

(4) Where the business of an employer does not necessitate the employment of a full-time lorry driver, the employer shall be permitted to pay an employee at the prescribed rate for the time actually worked on the lorry. The balance of such employee's time shall be paid for at the rate prevailing for the class of work he performs.

(5) An employer may, if he so desires, apply to the Council for exemption from such section 7 (1) (iii), 8 (2) and 9 (1) of this Agreement in respect of a first blockman and/or small-goodsman defined in section 3, provided that such employee be in receipt of a salary of not less than £480 per annum.

#### 6. PROPORTION OR RATIO OF EMPLOYEES.

(1) *Slaughterman and slaughterman's assistant.*—An employer shall not employ a slaughterman's assistant unless he has in his employ a slaughterman and for each slaughterman employed not more than three slaughterman's assistants may be employed.

(2) *Blockman.*—An employer shall not employ an unqualified blockman unless he has in his employ a qualified blockman, and for each qualified blockman employed not more than one unqualified blockman may be employed.

(3) Vir die toepassing van hierdie klousule kan 'n werkgewer wat uitsluitlik of hoofsaaklik die werk van 'n slagter of 'n blokman in of in verband met sy inrigting verrig, as 'n slagter of 'n blokman, na gelang van die geval, beskou word; met dien verstande dat—

- (i) hy die Raad oortuig dat hy weens sy praktiese kennis van die bedryf bevoeg is om die werk van 'n gekwalifiseerde blokman of 'n gekwalifiseerde slagter, na gelang van die geval, te verrig; en
- (ii) hy van die Raad 'n sertifikaat verkry, onderteken deur die sekretaris en die voorsitter van die Raad, wat aan hom magtiging verleen om homself as 'n gekwalifiseerde blokman of 'n gekwalifiseerde slagter, na gelang van die geval, te beskou vir die toepassing van hierdie artikel ten opsigte van 'n bepaalde slaghuys of slagpaal.

(4) Indien 'n werkgewer die kleinhandelvleisbedryf in meer as een slaghuys of die slag van lewende hawe by meer as een slagpaal uitoefen, mag sodanige werkgewer vir die toepassing van hierdie artikel nie ten opsigte van meer as een slaghuys of een slagpaal as 'n gekwalifiseerde blokman of 'n gekwalifiseerde slagter, na gelang van die geval, gereken word nie.

(5) 'n Werkgewer mag hoogstens een winkelbediende vir elke twee gekwalifiseerde blokmanne in enige slaghuys in diens hê.

#### 7. WERKURE.

(1) Gewone werkure.—Die gewone werkure van 'n werknemer kan hoogstens die volgende wees:—

- (a) in die geval van 'n werknemer, uitgesonderd 'n los werknemer of 'n deeltydse klerklike werknemer, wat in of in verband met 'n kleinhandelslaghuys in diens is—

- (i) 'n motorvoertuigdrywer, 48 in 'n werkweek van ses werkdag; met dien verstande dat hoogstens tien uur op enige dag gewerk word;
- (ii) 'n arbeider, 49 in 'n week van ses werkdag; met dien verstande dat hoogstens tien uur op enige dag gewerk word;
- (iii) alle ander werknemers in diens in of in verband met 'n kleinhandelslaghuys, 46 in 'n week van ses werkdag; met dien verstande dat hoogstens nege uur op enige enkele dag gewerk word;
- (iv) alle ander werknemers, uitgesonderd diegene in diens in of in verband met 'n kleinhandelslaghuys, 46 uur per week; met dien verstande dat hoogstens 10 uur op enige enkele dag gewerk word;

- (b) in die geval van 'n deeltydse klerklike werknemer, hoogstens 24 uur in enige enkele week en in die geval van 'n los werknemer, agt uur op enige enkele dag; met dien verstande dat—

- (i) as 'n werknemer in 'n kleinhandelslaghuys verplig is om 'n klant te bedien ná voltooiing van die gewone werkure wat in paragrafe (a) (iii) en (b) voorgeskryf word, genoemde gewone werkure met hoogstens vyftien minute oorskry kan word en sodanige verlenging nie as deel van die gewone werkure of oortydure beskou mag word nie;
- (ii) as 'n werknemer in diens in of in verband met 'n inrigting, uitgesonderd 'n kleinhandelslaghuys, of 'n motorvoertuigdrywer in diens in of in verband met 'n kleinhandelslaghuys op enige dag verplig word om op een dag in elke week vir minder as tien uur te werk, die beperking van tien uur wat by paragraaf (a) (i) voorgeskryf word, op die ander dag van die week met hoogstens een uur oorskry kan word indien die weeklikse beperking van 48 uur nie deur sodanige verlenging oorskry word nie.

(2) 'n Werkgewer kan sy werknemer, uitgesonderd 'n werknemer wat op 'n Saterdagmôre in of in verband met 'n kleinhandelslaghuys in diens is, nie verplig om vir langer as vyf uur onafgebroke te werk sonder 'n pouse van minstens een uur nie; voorts met dien verstande dat, in die geval van 'n werknemer wat verplig word om vir twee of meer tydperke wat deur pouses van minder as een uur onderbreek word, te werk, dit beskou moet word dat hy meer as vyf uur onafgebroke gewerk het as genoemde werktye altesaam meer as vyf uur bedra.

(3) Behoudens soos bepaal by subklousule (2), moet alle werkure opeenvolgend wees.

(4) (a) Geen werkgewer mag sy werknemers na 1 nm. op Saterdag laat werk nie.

(b) Geen werknemer in die gereelde diens van 'n werkgewer in die vleisbedryf kan sonder die skriftelike toestemming van die Raad toegelaat word om buite die ure wat hy ingevolge die bepalings van hierdie artikel vir sy oorspronklike werkgewer verplig word om te werk, by 'n tweede werkgewer in die bedryf te werk nie.

#### 8. TYDSTATE, PRESENSIE- EN LOONREGISTERS.

(1) Elke werkgewer moet op 'n opvallende plek in sy slaghuys 'n „tydstaat” vertoon waarop die tyd aangetoon word wat daaglik deur elke werknemer vir die daaropvolgende week gewerk moet word.

(2) Elke werknemer, uitgesonderd 'n arbeider, moet elke dag in 'n tydregister wat deur sy werkgewer verskaf moet word, die tyd wanneer hy begin en ophou werk vir die dag, sowel as die besonderhede betreffende die tyd wanneer hy vir die etenspouse ophou werk en wanneer hy weer daarna begin werk, en die begin- en ophoutyd van enige ander tydperke wanneer hy gedurende die dag nie gewerk het nie, daarin opteken. 'n Werknemer moet elke aantekening wat in die register gemaak is, parafeer.

(3) For the purpose of this clause an employer who is wholly or mainly engaged in performing the duties of a slaughterman or a blockman or in connection with his establishment may be deemed to be a slaughterman or a blockman as the case may be; provided that—

- (i) he satisfies the Council that by reason of his practical knowledge of the trade, he is competent to perform the work of a qualified blockman or a qualified slaughterman, as the case may be; and
- (ii) he obtains from the Council a certificate signed by the Secretary and the Chairman of the Council, authorising him to reckon himself a qualified blockman or a qualified slaughterman, for the purpose of this section, in respect of a specified shop or abattoir, as the case may be.

(4) Where an employer carries on the retail meat trade in more than one shop or the slaughtering of livestock in more than one abattoir, such employer shall not, for the purpose of this section, be reckoned as a qualified blockman or a qualified slaughterman in respect of more than one shop or one abattoir, as the case may be.

(5) An employer shall not employ more than one shop assistant to each two qualified blockmen in any butcher's shop.

#### 7. HOURS OF WORK.

(1) Ordinary Hours of Work.—The ordinary hours of work of an employee shall not exceed—

- (a) in the case of an employee employed in or in connection with the meat trade, other than a casual employee or a part time clerical employee—

- (i) a motor vehicle driver, forty-eight in a week of six working days, provided that not more than ten hours are worked on any one day;
- (ii) a labourer, forty-nine in a week of six working days, provided that not more than ten hours are worked on any one day;
- (iii) all other employees employed in or in connection with a retail butcher's shop, forty six in a week of six working days, provided that not more than nine hours are worked on any one day;
- (iv) all other employees other than those employed in or in connection with a retail butcher's shop, forty-six hours per week, provided that not more than ten hours are worked on any one day;

- (b) in the case of a part time clerical employee, not more than twenty four hours in any week and in the case of a casual employee, eight hours on any one day; provided that—

- (i) where an employee in a retail butcher's shop is required to attend a customer after the completion of the ordinary hours of work referred to in paragraphs (a) (iii) and (b) the said ordinary hours of work may be exceeded by not more than fifteen minutes and such excess shall not be reckoned as part of the ordinary hours of work or overtime;
- (ii) where on any one day an employee employed in or in connection with an establishment, other than a retail butcher's shop, or a motor vehicle driver employed in connection with a retail butcher's shop, is required to work less than ten hours on one day in every week, the limit of ten hours prescribed in paragraph (a) (i) may on the remaining days of the week be exceeded by not more than one hour if by such extension the weekly limitation of forty-eight hours is not exceeded.

(2) An employer shall not require his employee, other than an employee employed on a Saturday morning in or in connection with a retail butcher's shop, to work for more than five hours continuously without an interval of not less than one hour: Provided further that an employee who is required to work for two or more periods broken by intervals of less than one hour, the said periods of work totalling more than five hours shall be deemed to have been employed for more than five hours continuously.

(3) Save as provided in sub-clause (2), all hours of work shall be consecutive.

(4) (a) No employer shall employ his employees later than 1 p.m. on Saturdays.

(b) No employee in regular employment with an employer in the meat trade shall be permitted to work for a second employer in the trade outside the hours he is called upon to work in terms of this section for his original employer without the written consent of the Council.

#### 8. TIME SHEETS, ATTENDANCE AND WAGE REGISTERS.

(1) Every employer shall keep exhibited in a conspicuous place within his shop a "time sheet" showing the time to be worked daily by every employee for the ensuing week.

(2) Every employee other than a labourer shall each day enter in a time register, which his employer shall provide, the time he starts work and the time he finally ceases work for the day, together with the particulars as to the time he ceases work for his meal hours and the time he resumes work thereafter and the commencing and finishing times of any other periods during the day during which he was not employed. An employee shall initial every entry made in such register.

## 9. OORTYDWERK.

(1) Alle tyd wat buite die getal ure wat ten opsigte van 'n dag of 'n week in subartikel (1) van artikel 7 van hierdie Ooreenkoms gewerk word, word as oortyd beskou.

(2) 'n Werkgewer mag nie sy werknemer verplig om vir langer as twee uur op 'n dag, ses uur in 'n week of 80 uur in 'n jaar oortyd te werk nie.

(3) Besoldiging vir oortyd moet teen  $1\frac{1}{2}$  maal die uurloon vir elke uur of gedeelte van 'n uur aldus gewerk, bereken word.

(4) Geen werknemer mag verplig word om oortyd sonder sy toestemming te werk nie.

## 10. VERLOF EN BESOLDIGING.

(1) Elke werknemer is op alle openbare vakansiedae geregtig op verlof met volle besoldiging, met dien verstande dat wanneer twee openbare vakansiedae op agtereenvolgende dae val, 'n werkgewer 'n werknemer kan verplig om op die tweede dag wat hierbo genoem word, vir hoogstens drie uur tussen die ure 6 vm. en 9 vm. te werk, en die werknemer teen  $1\frac{1}{2}$  maal sy uurloon vir elke uur of gedeelte van 'n uur aldus gewerk, moet besoldig.

(2) Elke werknemer vir wie lone in artikel 4 (a), (b), (d), (f), (i) en (j) voorgeskryf is, moet in die loop van elke diensjaar by dieselfde werkgewer drie agtereenvolgende weke verlof met volle besoldiging toegestaan word, en elke werknemer vir wie lone in artikel 4 (e), (g) en (h) voorgeskryf is, moet in elke diensjaar by dieselfde werkgewer twee agtereenvolgende weke verlof met volle besoldiging toegestaan word; met dien verstande dat as 'n openbare vakansiedag binne die verloftydperk wat toegestaan is, val, sodanige vakansiedag by die genoemde verloftyd met volle besoldiging gevoeg moet word. Die werkgewer moet die tyd vasstel wanneer die verlof geneem moet word sodat dit begin binne een maand na die verstryking van 'n jaar diens, maar hierdie verlof mag nie met enige tydperk van verpligte opleiding ingevolge die Verdedigingswet saamval nie. Die werkgewer moet die werknemer sy lon vir die verloftydperk betaal voordat die werknemer met verlof gaan.

(3) (a) Wanneer die diens van 'n werknemer vir wie lone in artikel 4 (a), (b), (d), (f) en (i) voorgeskryf word, beëindig word voor die voltooiing van die diensjaar maar na die voltooiing van een maand diens, moet die werkgewer vir en in plaas van verlof vir elke voltooide week diens in die onvoltooide diensjaar  $\frac{3}{52}$ stes van sy weekloon aan die werknemer betaal teen die skaal wat die werknemer ontvang het by die beëindiging van sy diens. In die geval van 'n werknemer wat maandeliks besoldig word, word „weekloon” beskou as die maandelikse loonskaal gedeel deur  $4\frac{1}{2}$ .

(b) Wanneer die diens van 'n werknemer vir wie lone in artikel 4 (e), (g) en (h) voorgeskryf word, beëindig word voor die voltooiing van een diensjaar, maar na die voltooiing van een maand diens, moet die werkgewer vir en in plaas van verlof vir elke voltooide week diens in die onvoltooide diensjaar  $\frac{1}{26}$ ste van sy weekloon aan die werknemer betaal teen die skaal wat die werknemer ontvang het by die beëindiging van sodanige diens. In die geval van 'n werknemer wat maandeliks besoldig word, word die „weekloon” beskou as die maandelikse loonskaal gedeel deur  $4\frac{1}{2}$ .

(4) Vir die toepassing van vooraangaande subklousules moet 'n werknemer se diensjaar beskou word as die tydperk van 12 maande wat op of na die datum eindig waarop hierdie Ooreenkoms in werking tree en waarin verlof met volle besoldiging nie aan hom toegestaan is nie.

(5) Geen werknemer mag gedurende sy verloftyd enige werk in die bedryf verrig nie.

(6) Vir die toepassing van hierdie artikel word dit beskou dat „diens” enige tydperk of tydperke omvat wanneer 'n werknemer—

(a) ingevolge subartikel (2) met verlof afwesig is;

(b) verplig word om vredestrydse opleiding ingevolge die Zuid Afrika Verdedigings Wet, 1912, te ondergaan;

(c) op bevel of op versoek van sy werkgewer van die werk afwesig is;

wat altesaam hoogstens agt weke in 'n jaar beloop.

(7) (a) Wanneer die diens van 'n werknemer vir wie lone in artikel 4 (a), (b), (d), (f), (i) en (j) voorgeskryf word, beëindig word na voltooiing van een jaar diens maar voordat die jaarlikse verlof kragtens subartikel (2) toegestaan is, moet die werkgewer by die beëindiging vir en in plaas van verlof vir elke maand diens een-kwart van 'n weekloon aan die werknemer betaal teen die skaal wat die werknemer by beëindiging van sy diens ontvang het. Vir die toepassing van hierdie subartikel word dit beskou dat 'n „weekloon” in die geval van 'n werknemer wat maandeliks besoldig word, die maandloon gedeel deur  $4\frac{1}{2}$  is.

(b) Wanneer die diens van 'n werknemer vir wie lone in artikel 4 (e), (g) en (h) voorgeskryf word, beëindig word na die voltooiing van een jaar diens maar voordat die jaarlikse verlof kragtens subartikel (2) toegestaan is, moet die werkgewer by die beëindiging in plaas van verlof vir elke maand van die diens een-sekste van die weekloon aan die werknemer betaal teen die skaal wat die werknemer by die beëindiging van sy diens ontvang het. Vir die toepassing van hierdie subartikel word dit beskou dat 'n „weekloon” in die geval van 'n werknemer wat maandeliks besoldig word, die maandloon gedeel deur  $4\frac{1}{2}$  is.

## 9. OVERTIME.

(1) All time worked in excess of the number of hours prescribed in respect of a day or week in sub-section (1) of section 7 of this Agreement, shall be deemed to be overtime.

(2) An employer shall not require his employee to work overtime for more than two hours on any one day, six hours in any one week, or 80 hours in any one year.

(3) Payment for overtime shall be at the rate of one and a half times the hourly wage for each hour or part of an hour so worked.

(4) No employee shall be required to work overtime without his consent.

## 10. HOLIDAYS AND PAYMENTS.

(1) Each employee shall be entitled to leave on full pay on all public holidays, provided that when two public holidays fall on successive days, an employer may require an employee to work not more than three hours on the second day above referred to, between the hours of 6 a.m. and 9 a.m. and shall pay such employee at the rate of one and a half times his hourly wage for each hour or part of an hour so worked.

(2) Each employee for whom wages are prescribed in section 4 (a), (b), (d), (f), (i) and (j) shall be given in each year of service with the same employer three consecutive week's leave of absence on full pay and each employee for whom wages are prescribed in section 4 (e), (g) and (h) shall be given in each year of service with the same employer two consecutive week's leave of absence on full pay, provided that, should any public holiday fall within the period of leave granted, such holiday shall be added to the said period of leave of absence on full pay. The employer shall fix the time when such leave shall be taken so as to commence within the month after the termination of a year's service, but this leave shall not run concurrently within any period of compulsory training under the Defence Act. The employer shall pay his employee his wages for the holiday period before such employee goes on leave.

(3) (a) When the service of an employee, for whom wages are prescribed in section 4 (a), (b), (d), (f) and (i), is terminated before the completion of a year's service, but after the completion of one month's service, the employer shall for and in lieu of leave, pay to the employee for such completed week of service in the uncompleted year three fifty-seconds of a week's pay at the rate which the employee was receiving when such service terminated. In the case of a monthly paid employee „week's pay” shall be deemed to be monthly rate divided by four and one-third.

(b) When the service of an employee, for whom wages are prescribed in section 4 (e), (g) and (h), is terminated before the completion of a year's service, but after the completion of one month's service, the employer shall for and in lieu of leave, pay to the employee for each completed week of service in the uncompleted year one twenty-sixth of a week's pay at the rate which the employee was receiving when such service terminated. In the case of a monthly paid employee „week's pay” shall be deemed to be the monthly rate divided by four and one-third.

(4) For the purpose of the preceding sub-sections, an employee's year of service shall be deemed to be the period of twelve months which ends on or after the date of the commencement of this Agreement and in which he has not received such leave on full pay.

(5) No employee while on leave shall perform any work in the trade.

(6) For the purpose of this section „service” shall be deemed to include any period or periods during which an employee is—

(a) absent on leave in terms of sub-section (2);

(b) required to undergo peace training under the South African Defence Act, 1912;

(c) absent from work on the instructions or at the request of his employer;

amounting in the aggregate to not more than eight weeks in any year.

(7) (a) Where the service of an employee, for whom wages are prescribed in section 4 (a), (b), (d), (f), (i) and (j) is terminated after the completion of one year's service, but before such annual leave has been granted in terms of sub-section (2), the employer shall upon such termination pay to the employee in lieu of such leave one-quarter of a week's pay in respect of each month of such service at the rate the employee was receiving when his service was terminated. For the purpose of this sub-section a „week's pay” in the case of a monthly paid employee shall be deemed to be the monthly rate divided by four and one-third.

(b) Where the service of an employee for whom wages are prescribed in section 4 (e), (g) and (h) is terminated after the completion of one year's service, but before annual leave has been granted, in terms of sub-section (2), the employer shall upon such termination pay to the employee in lieu of leave one-sixth of a week's pay of each month of such service at the rate the employee was receiving when his service was terminated. For the purpose of this sub-section a „weeks pay” in the case of a monthly paid employee shall be deemed to be the monthly rate divided by four and one-third.

## 11. DIENSSERTIFIKAAT.

(1) Elke werkgewer moet 'n dienssertifikaat wat die werknemer se naam en adres, die aard van sy werk, die diens tyd en die loon wat aan hom betaal is, kosteloos aan elkeen van sy werknemers uitreik wanneer hy sodanige werkgewer se diens verlaat.

(2) Ondanks enigiets in subartikel (1) van hierdie artikel vervat, moet die Raad, indien daar enige twyfel omtrent die kwalifikasies van 'n werknemer bestaan, die kwalifikasies van sodanige werknemer vasstel, hetsy hy die ondervinding binne of buite die magistraatsgebied Oos-Londen opgedoen het of nie.

(3) Waar 'n werkgewer vind dat 'n werknemer na vyf jaar diens nie genoegsaam as 'n blokman gekwalifiseer is nie, of nie in staat is om al die pligte van 'n blokman na te kom nie, kan sodanige werkgewer die Raad vra om oor die werknemer se kwalifikasies te beslis.

## 12. DIENSBEEÏNDIGING.

(1) Die werkgewer of die werknemer moet met ingang van die gewone betaaldag minstens een week of een maand kennis gee van die beëindiging van die dienskontrak onderskeidelik in die geval van 'n weekliks of maandeliks besoldigde werknemer; met dien verstande dat dit nie inbreuk maak nie op—

(a) die reg van 'n werkgewer of werknemer om sonder kennisgewing die dienskontrak te beëindig om enige goeie rede wat by wet as voldoende beskou word;

(b) enige ooreenkoms tussen 'n werkgewer en 'n werknemer waarvolgens 'n langer tydperk van kennisgewing as een week of een maand, na gelang van die geval, voorsiening gemaak word, en voorts met dien verstande dat 'n werkgewer, in plaas van kennis te gee, lone aan 'n werknemer kan betaal teen die loonskaal soos vir sy klas werk voorgeskryf is.

(2) Ondanks enigiets in subartikel (1) van hierdie artikel vervat, moet een week kennis in die geval van 'n arbeider gegee word met ingang van die dag waarop dit gegee word.

## 13. PREMIES.

Geen premies vir die opleiding van 'n werknemer mag deur 'n werkgewer gevorder of aangeneem word nie.

## 14. BESTAANDE KONTRAKTE.

Enige dienskontrak wat van krag is op die aanvangsdatum van hierdie Ooreenkoms of wat na sodanige datum aangegaan word, is onderworpe aan die bepalinge van hierdie Ooreenkoms.

## 15. VRYSTELLINGS.

(1) Die Raad kan vrystelling van enigeen van die bepalinge van hierdie Ooreenkoms om 'n goeie en voldoende rede verleen.

(2) Die Raad moet ten opsigte van enige persoon aan wie vrystelling kragtens die bepalinge van subartikel (1) van hierdie artikel verleen word, die voorwaardes waarop en die tydperk waarvoor sodanige vrystelling verleen word, vasstel; met dien verstande dat die Raad na goeddunke, en nadat een week skriftelike kennis aan die betrokke persoon gegee is, die vrystelling kan herroep, of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

(3) Die Sekretaris van die Raad moet 'n vrystellingsertifikaat, deur hom onderteken, uitreik aan elke persoon aan wie vrystelling verleen word ooreenkomstig die bepalinge van hierdie artikel, waarin vermeld word—

(a) die naam van die betrokke persoon voluit;

(b) die bepalinge van die Ooreenkoms waarvan vrystelling verleen word;

(c) die voorwaardes wat ooreenkomstig die bepalinge van subartikel (2) van hierdie artikel vasgestel is, waarop sodanige vrystelling toegestaan word; en

(d) die tydperk waarin die vrystelling geldig is.

(4) Die Sekretaris van die Raad moet—

(a) alle lisensies wat uitgereik is, in volgorde nommer;

(b) 'n afskrif hou van elke lisensie wat uitgereik is; en

(c) waar vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer en nog 'n afskrif aan die Afdelingsbestuurder, Departement van Arbeid, Oos-Londen, stuur.

## 16. FONDSE VAN DIE RAAD.

(1) Die fondse van die Raad waarvoor die Raad die beskikkinge het en wat deur hom geadministreer moet word, word soos volg verkry:—

(a) Elke werkgewer moet ten opsigte van elke besigheid wat hy besit of bestuur 'n jaarlikse bydrae van £1. 1s. aan die Raad stuur. Sodanige bedrag is verskuldig op die dag waarop hierdie Ooreenkoms in werking tree of op die datum waarop die werkgewer in die vleisbedryf begin, na gelang van die jongste datum, en dit moet binne twee weke betaal word na die datum waarop dit verskuldig is.

(b) Een sjieling per maand moet deur elke werkgewer afgetrek word van die loon van elkeen van sy werknemers van wie die minimum loon wat in hierdie Ooreenkoms voorgeskryf word, meer as twintig (20) sjielings per week is.

Die totale bedrag aldus afgetrek, moet in die vorm wat in Aanhangsel A voorgeskryf word; deur die werkgewer aan die Sekretaris van die Raad gestuur word voor of op die tiende dag van elke maand wat op die maand volg ten opsigte waarvan sodanige betalings verskuldig is.

## 11. CERTIFICATE OF SERVICE.

(1) Every employer shall issue free of charge a certificate of service showing the name and address, nature of occupation, period of service and wages paid to each of his employees at the time he leaves such employer's service.

(2) Notwithstanding anything contained in sub-section (1) of this section, if there is any doubt regarding the qualifications of an employee, the Council shall determine the qualifications of such employee, whether he had gained the experience within or outside the magisterial district of East London.

(3) Where an employer finds that an employee, after completing five years service, is not sufficiently qualified as a blockman, or is not capable of performing all the duties of a blockman, such employer may ask the Council to decide on such employee's qualifications.

## 12. TERMINATION OF EMPLOYMENT.

(1) Not less than one week's notice, or one month's notice, in the case of a weekly or monthly paid employee, respectively, to take effect from the usual pay day, shall be given by the employer or the employee to terminate the contract of service, provided that this shall not effect—

(a) the right of an employer or an employee to terminate the contract of service without notice for any good cause recognised by law as sufficient;

(b) any agreement between an employer and an employee providing for a longer period of notice than one week, or one month, as the case may be, and providing further, that an employer may in lieu of the period of notice, pay an employee wages at the rate prescribed for his class of work.

(2) Notwithstanding anything contained in sub-section (1) of this section, one week's notice in the case of a labourer shall take effect from the day it is given.

## 13. PREMIUMS.

No premiums shall be charged or accepted by any employer for the training of an employee.

## 14. EXISTING CONTRACTS.

Any contract of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement.

## 15. EXEMPTIONS.

(1) The Council may grant exemptions from any of the provisions of this Agreement for any good or sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of sub-section (1) of this section, the conditions subject to which such exemption is granted and the period during which such exemption shall operate; provided that the Council may, if it deems fit, after one week's notice, in writing, has been given to the person concerned, withdraw an exemption, whether or not the period for which the exemption was granted has expired.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of this section, a licence of exemption signed by him, setting out—

(a) the full name of the person concerned;

(b) the provisions of the Agreement from which exemption is granted;

(c) the conditions fixed in accordance with the provisions of sub-section (2) of this section, subject to which such exemption is granted; and

(d) the period during which the exemption shall operate;

(4) The Secretary of the Council shall—

(a) number consequently all licences issued;

(b) retain a copy of each licence issued; and

(c) where an exemption is granted to an employee, forward a copy of the licence to the employer concerned, and a further copy to the Divisional Inspector, Department of Labour, East London.

## 16. COUNCIL FUNDS.

The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:—

(a) Every employer shall in respect of each business he owns or conducts, pay to the Council an annual contribution of £1. 1s. Such sum shall become due on the date of commencement of this Agreement, or the date on which he enters the meat trade, whichever is the later, and shall be paid within two weeks of the date due.

(b) One shilling per month shall be deducted by each employer from the wages of each of his employees for whom minimum wages exceeding twenty (20) shillings per week have been prescribed in this Agreement.

The total amount so deducted shall be forwarded by the employer to the Secretary of the Council on the form prescribed in Annexure A, not later than the tenth day of each month following the month in respect of which such payments are due.

## 17. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS.

(1) (a) Elke werkgever in die vleisbedryf wat dit nie alreeds ter nakoming van die vorige Ooreenkoms gedoen het nie, moet binne een maand van die datum af waarop hierdie Ooreenkoms in werking tree, en elke werkgever wat na dié datum in die vleisbedryf begin, moet binne een maand van die datum waarop hy daarin begin, die Sekretaris van die Raad verwittig van—

- (i) die naam van sy besigheid voluit;
- (ii) sy besigheidsadres;
- (iii) die naam van elke werknemer voluit en die hoedanigheid waarin hy werk, en sy loon.

(b) Waar die werkgever in vennootskap is, moet die inligting ten opsigte van elke vennoot ooreenkomstig paragraaf (a) van hierdie subartikel verskaf word. Ingeval 'n vennootskap ontbind word, moet die Sekretaris binne een maand na die datum van ontbinding skriftelik daarvan verwittig word.

(c) Elke werkgever moet die Sekretaris van die Raad in kennis stel van enige verandering in die besonderhede wat hy verplig is om ingevolge die bepaling van hierdie subartikel te verstrek, en wel binne 14 dae na die datum van sodanige verandering.

(2) Die Sekretaris van die Raad moet 'n register hou van al die werkgevers, vennootskappe en werknemers wat in subartikel (1) van hierdie artikel genoem word.

## 18. AGENTE.

(1) Die Raad kan een of meer bepaalde persone as agente aanstel om met die toepassing van hierdie Ooreenkoms behulpzaam te wees. Elke werkgever en werknemer is verplig om sodanige agente toe te laat om die ondersoek in te stel en die boeke en/of stukke te ondersoek soos vir hierdie doel nodig kan wees.

(2) Indien 'n werkgever of werknemer na die mening van 'n agent versuim het om die bepaling van hierdie Ooreenkoms na te kom, kan die agent deur skriftelik kennisgewings en met vermelding van die opsig waarin die werkgever of werknemer na sy mening in gebreke gebly het om die bepaling van hierdie Ooreenkoms na te kom, die werkgever of werknemer verplig om binne 14 dae 'n skriftelike verduideliking daarvan aan die Sekretaris van die Raad te gee.

## 19. ORGANISASIE.

(1) Geen werkgever wat 'n lid is van die werkgeversorganisasie mag 'n werknemer in diens neem wat nie 'n lid van die vakvereniging is nie, en geen werknemer wat 'n lid is van die vakvereniging mag in die diens tree van 'n werkgever wat nie 'n lid van die werkgeversorganisasie is nie; met dien verstande dat hierdie artikel nie van toepassing is nie op—

- (a) arbeiders, motorvoertuigdrywers, klerklike werknemers en werknemers vir wie daar nie lone in hierdie Ooreenkoms voorgeskryf is nie; of
- (b) werkgevers en werknemers aan wie lidmaatskap, na die mening van die Raad, sonder redelike gronde geweier is en as die applikant die weiering binne sewe dae daarna by die Raad aangemeld het.

Voorts met dien verstande dat hierdie klousule nie van toepassing is nie op die werk van 'n werknemer in die bedryf wat na die mening van die Minister goeie redes het om beswaar te maak om lid van die vereniging te word of te bly.

(2) Bewys van lidmaatskap van die vakvereniging is die vertoning van 'n lidmaatskapkaart wat aandui dat die persoon daarin genoem se ledegeld vir hoogstens drie maande agterstallig is.

(3) Enigeen wat behoorlik daartoe skriftelik deur die vakvereniging en die Raad gemagtig is, kan 'n inrigting op 'n tydstip wat vir die werkgever gerieflik is, binnegaan met die doel om—

- (a) werknemers in verband met aangeleenthede van die vakvereniging te spreek;
- (b) nuwe lede te werf;
- (c) kennisgewings wat deur die vakvereniging uitgereik is, te versprei; en
- (d) om ledegelde van lede vir die vakvereniging in te vorder.

(4) Die gemagtigde persoon of persone moet die werkgever of sy verteenwoordiger in kennis stel van sy of haar voorneme om die winkel te besoek.

(5) Die bepaling van hierdie klousule is nie van toepassing op 'n immigrant gedurende die eerste jaar na die datum waarop hy die Unie van Suid-Afrika binnegekom het nie, met dien verstande dat, as 'n immigrant te eniger tyd na die eerste drie maande van sy diens in die bedryf 'n uitnodiging van die betrokke vakvereniging om lid daarvan te word van die hand gewys het, die bepaling van hierdie artikel onmiddellik in werking tree.

## 20. VERTONING VAN OOREENKOMS.

Elke werkgever moet 'n leesbare afskrif van hierdie Ooreenkoms in albei amptelike landstale en in die vorm wat in die regulasies ingevolge die Wet voorgeskryf word, op 'n opvallende plek in sy inrigting wat maklik toeganklik vir sy werknemers is, opklap en dit daar opgeklap hou.

## 21. INDIENSNEEMING VAN MINDERJARIGES.

Geen werkgever mag 'n persoon onder vyftien jaar in diens neem nie.

## 17. REGISTRATION OF EMPLOYERS AND EMPLOYEES.

(1) (a) Every employer in the Meat Trade, who has not already done so in pursuance of the previous Agreement, shall within one month from the date on which this Agreement comes into operation, and every employer entering the Trade after that date shall, within one month from the date of commencement of operation by him, forward to the Secretary of the Council—

- (i) the full name of his business;
- (ii) his business address;
- (iii) the full name of each employee, the capacity in which he is employed and the wages paid.

(b) Where the employer is in partnership, information in accordance with paragraph (a) of this sub-section shall be furnished in respect of each partner. In the event of a dissolution of partnership, taking place, the fact must be notified in writing, within one month of the date thereof to the Secretary.

(c) Every employer shall forward to the Secretary of the Council a notification of any change in the particulars he is required to furnish in terms of this sub-section within fourteen days of the date upon which such change takes effect.

(2) The Secretary of the Council shall maintain a register of all employers, partnerships and employees referred to in sub-section (1) of this section.

## 18. AGENTS.

(1) The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. It shall be the duty of every employer and employee to permit such agents to institute such inquiries and to examine such books and/or documents as may be necessary for this purpose.

(2) If, in the opinion of an agent, any employer or employee has failed to comply with the provisions of this Agreement, such agent may by notice in writing setting forth in which respect the employer or employee has, in his opinion, failed to comply with the provisions of this Agreement, require such employer or employee to give a written explanation thereof to the Secretary of the Council within 14 days.

## 19: ORGANISATION.

(1) No employer, being a member of the employer's organisation, shall employ an employee who is not a member of the trade union, and no employee, who is a member of the trade union, shall accept employment with an employer who is not a member of the employer's organisation; provided that this section shall not apply to—

- (a) labourers, motor vehicle drivers, clerical employees and employees for whom wages are not prescribed in this Agreement; or
- (b) employers and employees to whom, in the opinion of the Council, membership has been refused without reasonable cause and the applicant has reported such refusal to the Council within seven days thereof.

Provided further that this clause shall not apply to the employment in the Industry of any employee who, in the opinion of the Minister, has good cause for objecting to becoming or remaining a member of the union.

(2) Proof of membership of the trade union shall be the production of membership card showing that the person named therein is not more than three months in arrear with his subscription.

(3) A person duly authorised by the trade union and the Council in writing may enter any establishment at a time convenient to the employer for the purpose of—

- (a) interviewing employees on trade union matters;
- (b) enrolling new members;
- (c) distributing notices issued by the trade union;
- (d) collecting members' subscriptions to the trade union.

(4) The authorised person or persons shall notify the employer or his representative of his or her intention to visit the shop.

(5) The provisions of this section shall not apply in respect of an immigrant during the first year after the date of his entry into the Union of South Africa; provided that if any immigrant has at any time after the first three months of commencement of his employment in the Industry refused any invitation from the trade union concerned to become a member of it, the provisions of this section shall immediately come into operation.

## 20. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in his establishment in a conspicuous place, readily accessible to his employees a legible copy of this Agreement in both official languages and in the form prescribed in the regulation under the Act.

## 21. EMPLOYMENT OF MINORS.

No employer shall employ any person under the age of fifteen years.

## 22. TOEPASSING VAN DIE WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

(1) Ondanks andersluidende bepalings in hierdie Ooreenkoms vervat, is die bepalings in verband met werk- en oortydure en verlof van artikels *negentien*, *twintig* en *een-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, van toepassing op werknemers in diens in of in verband met 'n fabriek soos bepaal in die Wet op Fabriek, Masjinerie en Bouwerk, 1941, vir sover die bepalings van die Ooreenkoms minder gunstig is.

(2) Die minimum lone wat in klousule 4 van hierdie Ooreenkoms voorgeskryf word, moet aan die werknemers wat in sub-artikel (1) genoem word ten opsigte van die werkure wat in die Wet op Fabriek, Masjinerie en Bouwerk, 1941, voorgeskryf is, betaal word, en die uurloon van sodanige werknemers word ondanks enige teenstrydige bepalings in hierdie Ooreenkoms bepaal deur die weekloon wat vir die betrokke werknemers voorgeskryf is, deur 46 te deel. Vir die toepassing van hierdie subklousule is die weekloon van werknemers vir wie maandlone in hierdie Ooreenkoms voorgeskryf word, die maandlone gedeel deur vier en een-derde, en is die uurloon van werknemers vir wie daglone voorgeskryf word, die dagloon gedeel deur agt.

Namens die partye op hede die twaalfde dag van Augustus 1954 in Oos-Londen onderteken.

J. STEFFENS,  
Voorsitter van die Raad.  
A. V. PRICE,  
Ondervoorsitter van die Raad.  
J. A. NICHOLAS,  
Sekretaris van die Raad.

## AANHANGSEL A.

## NYWERHEIDSRAAD VIR DIE VLEISBEDRYF (OOS-LONDEN).

De Sekretaris,  
Nywerheidsraad vir die Vleisbedryf,  
Posbus 610,  
Oos-Londen.

Meneer,

Ingeslote vind u bydraes ten bedrae van £.....  
waarvan die besonderhede hieronder aangegee word vir die tyd-  
perk wat eindig..... 19.....  
Adres..... Naam.....

| Naam van werknemer. | Bedryf. | Bydraes aan Raads-<br>fondse vir die maand. |
|---------------------|---------|---------------------------------------------|
|                     |         |                                             |
|                     |         |                                             |
|                     |         |                                             |

\* No. 85.] [14 Januarie 1955.  
WET OP FABRIEKE, MASJINERIE EN BOUWERK,  
1941.

## VLEISBEDRYF, OOS-LONDEN.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, handelende ingevolge subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Vleisbedryf, Oos-Londen, gepubliseer by Goewermentskennisgewing No. 84 van 14 Januarie 1955, vir die persone wie se werkure daarby gereël word, nie minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

B. J. SCHOEMAN,  
Minister van Arbeid.

## 22. APPLICATION OF FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

(1) Notwithstanding anything to the contrary contained in this Agreement, the hours of work, overtime and holiday provisions contained in sections *nineteen*, *twenty* and *twenty-one* of the Factories, Machinery and Building Work Act, 1941, shall apply to employees employed in or in connection with a factory as defined in the Factories, Machinery and Building Work Act, 1941, in so far as the provisions of the Agreement are less favourable.

(2) The minimum wages prescribed in section 4 of this Agreement shall be paid to the employees referred to in sub-section (1) in respect of the hours of work prescribed in the Factories, Machinery and Building Work Act, 1941, and the hourly wage of such employees shall, notwithstanding anything to the contrary in this Agreement, be determined by dividing the weekly rates prescribed for the employees concerned by 46. For the purpose of this sub-section the weekly rates of the employees for whom monthly rates are prescribed in the Agreement shall be such monthly rates divided by four and one-third, and the hourly rate of employees for whom daily wages are prescribed, shall be such daily wage divided by eight.

Signed at East London, on behalf of the parties, this twelfth day of August, 1954.

J. STEFFENS,  
Chairman of the Council.  
A. V. PRICE,  
Vice-Chairman of the Council.  
J. A. NICHOLAS,  
Secretary of the Council.

## ANNEXURE A.

## INDUSTRIAL COUNCIL FOR THE MEAT TRADE (EAST LONDON).

To the Secretary,  
Industrial Council for the Meat Trade,  
P.O. Box 610,  
East London.

Dear Sir,

Please find contributions amounting to £.....  
as detailed below, for the period ending..... 19.....  
Address..... Name.....

| Name of Employee. | Occupation. | Contributions to<br>Council Funds for<br>Month of |
|-------------------|-------------|---------------------------------------------------|
|                   |             |                                                   |
|                   |             |                                                   |
|                   |             |                                                   |

\* No. 85.] [14 January 1955.  
FACTORIES, MACHINERY AND BUILDING  
WORK ACT, 1941.

## MEAT TRADE, EAST LONDON.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, hereby, in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Meat Trade, East London, published under Government Notice No. 84 of the 14th January, 1955, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

B. J. SCHOEMAN,  
Minister of Labour.

Koop Unie-leningssertifikate

Buy Union Loan Certificates

# INVOERDERS UITVOERDERS NYWERAARS

*teken in op*



## „HANDEL EN NYWERHEID”

*Die maandblad  
van die Departement van Handel en Nywerheid*

INTEKENGELD: In die Unie van S.A., Suidwes-Afrika, Betsjoeanaland-Protectoraat, Swasieland, Basoetoland, Suid- en Noord-Rhodesie, Mosambiek, Angola, Belgiese Kongo, Niassaland, Tanganjika, Kenia en Oeganda teen 6d per eksemplaar, of teen 5/- per jaar (7/6 elders) vooruitbetaalbaar aan Die Staatsdrukker, Pretoria

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