

Some factors associated with absenteeism
in a printing factory - a study at the
Cape Times, Parow.

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PREFACE

This study was begun while I was employed by the Cape Times Ltd. and I am extremely grateful for the management's permission and encouragement in undertaking the work, even after I had left. As a member of the organization I was at some time or another working with every department of the factory here studied, and so was able to describe in outline the functional relationship between the various departments partly from personal experience. But I should like to emphasize that the descriptions of each department are by no means full; they are merely to give some idea of the kind of work done in a printing factory to those who are unfamiliar with the industry.

My thanks are especially due to Mr. E.A. Catesby, formerly works manager of the Cape Times and now printing manager; to the pay office staff without whose helpful cooperation this thesis would not have been possible; and to Professor Edward Batson who supervised the study.

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CHAPTER I - INTRODUCTION

Reasons for making the study - approach - materials to be studied - scope and limitations.

* * * * *

INTRODUCTION

The original intention in approaching a study in this factory was to investigate the possible statistical correlation of available personal characteristics.

The method was to be as follows:

- a) to reproduce the pay office record cards onto punched cards recording information regarding factory department, age, sex, race, marital status, grade, wage, length of service, area of residence, membership of voluntary organizations, and absenteeism.
- b) to sort the cards so that tables could be drawn up showing the relationship between 91 pairs of characteristics. These possible tables are shown diagrammatically in Fig. 1.

Thus no particular theory regarding possible correlation was to be investigated; the study was to be as inclusive as possible.

It soon became apparent, however, that ninety one tables were quite beyond the scope of a study of this size so that a limitation of some sort was physically necessary, however epistemologically undesirable. Accordingly the scope of the basic tables was reduced to:

- a) all the factors which could be correlated with department since the social group is the subject matter of social science and
- b) all the factors which could be correlated with lost time since absenteeism is regarded as a problem by industrialists and it has been suggested ⁽¹⁾ that it can be regarded as an index of morale.

In addition there were three correlation tables already done when the decision to limit the scope was taken. The tables actually prepared are marked 'x' on Fig. 1 and can be compared with the total number possible.

As a result of this limitation the conclusions arrived at cannot be regarded as final; they can suggest hypotheses which could only be verified by completing the other 64 basic tables and subjecting them to similar detailed analysis.

The title of this thesis is therefore a summary of what was actually studied rather than an a priori assumption that any factor would be concomitant with absenteeism. Had none of the tables yielded any correlation at all this analysis would still have been worthwhile, I believe. It would be as significant to know that absenteeism is not correlated with area of residence, as in fact turned out to be the case, as it would be to know that there is such a relationship.

(1) Elton Mayo: The social problems of an industrial civilization.
Chapter V

DEPARTMENTAL GROUPING

The nine hundred and ninety seven factory employees in this study were

- a) in the companies employ on June 30, 1956
- b) employed in the commercial printing factory at Parow.

In order to confine the study as far as possible to those working, or most usually working under this one nine-acre roof, as opposed to those also concerned with the newspaper at Burg Street, Cape Town, the following exclusions were made:

- (i) those who work primarily in the factory office block which is situated about fifty yards from the actual factory. Clerical workers within the factory building are, however, included.
- (ii) those classified by the pay office as drivers for purposes of wage cost allocation. Drivers allocated to the dispatch department are included in that department.
- (iii) those specifically classified by the pay office as messengers (chiefly concerned with taking correspondence between Parow and Burg Street.)
- (iv) those who work in the canteen which is housed in a separate building.

The nine hundred and ninety seven workers on which this study is based are departmentally distributed as shown in fig. 2.

Study group letters

When the original departmental lists were drawn up it was found that several departments were in themselves too small in number to bear easy statistical comparison. So it was decided to group some departments to make up larger numbers. The grouping had in mind two criteria: as far as possible to work with comparable numbers, and to put like with like. These groupings are indicated in the two columns on the righthand side of Fig. 2. With the exception of group E (gravure) which numbers 29, all groups less than 30 were eliminated. The exception was made because this section constitutes a whole process on its own and could not readily be grouped with other departments.

Individual reasons for grouping

A Composing: The four departments grouped here all fall under one departmental manager (who incidentally also controls department 30, the readers, but because that department consisted of 30 people it was left on its own) and are all concerned with composing hand or mechanical.

B Ancillary processes: The aspect common to the three departments grouped together here is that they are all ancillary to subsequent machine room departments. The artists department is mainly, and the photo-litho (platemaking) department is wholly concerned with the photolithographic printing process and both departments fall under one section manager, together with the litho-machine room. Similarly the stereo-foundry together with the whole composing group, the progress department and the letterpress machine room falls under one section manager.⁽¹⁾ But because the machine rooms in both the letterpress and litho sections were in themselves large in

(1) See fig. 6

DEPARTMENTS AND STUDY GROUP LETTERS

| Powers Samas Code No. | Name of Department | No. of Employees | Study group letter | No. of Employees |
|-----------------------------|--------------------------|---------------------|--------------------------|---------------------|
| 1 | handcomposing | 107 | A | 151 |
| 2 | mono-keyboards | 9 | | |
| 3 | monocasters | 14 | | |
| 4 | linotype machines | 21 | | |
| 5 | stereo-foundry | 11 | B | 45 |
| 7 | photo-litho | 28 | | |
| 23 | artists | 6 | | |
| 6 | letterpress m/c room | 126 | C | 126 |
| 8 | litho machine room | 105 | D | 105 |
| 10 | gravure machines | 16 | E | 29 |
| 9 | photogravure | 13 | | |
| 12 | croppers and platens | 32 | F | 32 |
| 14 | bindery | 227 | G | 227 |
| 20 | boxmaking | 69 | H | 79 |
| 21 | boxmaking (R S & T) | 10 | | |
| 30 | readers | 36 | I | 36 |
| 31 | warehouse | 19 | J | 48 |
| 32 | dispatch | 24 | | |
| 40 | maintenance electricians | 6 | K | 89 |
| 41 | maintenance engineers | 24 | | |
| 42 | maintenance carpenters | 5 | | |
| 43 | maintenance cleaners | 4 | | |
| 44 | maintenance labourers | 50 | | |
| 50 | process engraving | 32 | L | 32 |
| DK | department unknown | 3 | | 3 |
| TOTAL..... | | 997 | | 997 |

fig. 2

number and would therefore swamp the statistical significance, if any, of the smaller departments, I have shown these smaller departments separately where possible. Thus the readers (I) and the process engravers (L) are by themselves, being more than thirty persons.

E Photogravure: The two departments combined here are the machine room and those concerned with cylinder preparation. Both are under the same department manager.

H Boxmaking: Similarly the two sections here combined are subdivisions of the same department. R,S and T stands for round slitting and tubing which is the name of the cigarette carton machine, seperately classified on the Powers Samas system.

J Warehouse and Dispatch: These two were combined because they are concerned with similar kind of work - handling of packages-raw materials coming in on the one hand, completed articles on the other.

K Maintenance: The grouping together of the electricians, engineers,(fitters and turners), carpenters, cleaners and labourers is justified by the fact that they are all under one department manager; in fact, rather than being separate departments they should be regarded as separate occupations within a department.

CHAPTER II - NOTES ON THE TABLES

Variables and categories - reliability of information.

* * * * *

Variables & Categories

The information available on each individual was recorded on punched cards as follows:-

Race and sex are divided into four categories:

- White men
- Coloured men
- White women
- Coloured women

Marital status is divided into five categories:

- Never married
- Married
- Widowed
- Divorced
- DK (don't know)

Locality was determined by hand sorting the cards into the suburbs stated on them and then to divide these into nine areas with statistically large enough numbers in each area.

They are:

1. Cape Town central including Walmer Estate.
2. Vredehoek, Oranjezicht, Gardens, Tamboerskloof, Camps Bay, Clifton, Sea Point, Green Point, Mouille Point.
3. Thornton, Acres, Woltemade, Maitland, Milnerton, Rugby, Brooklyn, Wingfield, Kensington, Windermere, Factreton.
4. Paarl, Stellenbosch, Somerset West, Strand, Kraaifontein, Kuils River.
5. Bellville, Parow, Tiervlei.
6. Elsies River, Vasco, Goodwood.
7. Salt River, Woostock, excluding Walmer Estate, Observatory, Mowbray.
8. Pinelands, Langa, Athlone, Hazendal, Silvertown, Gleemoor, Crawford, Lansdowne, Ottery, Southfield, Grassy Park.
9. Southern Suburbs: Rosebank to Simonstown.
10. DK.

Age was divided into thirteen categories:

1. 20 years or younger
2. over 20 years, up to and including 25 years
3. over 25 years, up to and including 30 years
4. over 30 years, up to and including 35 years
5. over 35 years, up to and including 40 years
6. over 40 years, up to and including 45 years
7. over 45 years, up to and including 50 years
8. over 50 years, up to and including 55 years
9. over 55 years, up to and including 60 years

10. over 60 years, up to and including 65 years
11. over 65 years, up to and including 70 years
12. over 70 years
13. DK (Don't Know)

Occupation: Originally it was hoped to divide occupations as shown in fig. 3.

Here the section A comprises 15 trades in the industry to which journeyman status is achieved through apprenticeship; C comprises occupations not in themselves peculiar to the printing industry; while between them B comprises occupations peculiar to printing but not of journeyman status.

However, figs. 57 and 58 that show more than half the occupations were unknown and that therefore each subcategory consisted of numbers too small to yield usable percentages. Again, within each occupation there are a variety of actual jobs which a person may do. Some idea of this is given in Chapter IV. This would make it extremely difficult to assess precisely the influence of physical working conditions as some writers have done.

For these reasons, therefore, no attempt were made to integrate occupation into the main body of the study.

Grades of employees were divided into seven categories:

1. journeymen (grade I)
2. apprentices in last year of contract
3. other apprentices
4. grade II } Printers Assistants
5. grade III }
6. labourers
7. DK (Don't Know)

Length of service was divided into twelve categories as follows:

1. up to 5 years
2. above 5 years, up to and including 10 years
3. above 10 years, up to and including 15 years
4. above 15 years, up to and including 20 years
5. above 20 years, up to and including 25 years
6. above 25 years, up to and including 30 years
7. above 30 years, up to and including 35 years
8. above 35 years, up to and including 40 years
9. above 40 years, up to and including 45 years
10. above 45 years, up to and including 50 years
11. 51 years and over
12. DK (Don't Know)

Wage figures are confidential. I have used W as a unit and individuals are divided into nine categories as follows:

1. up to and including W1
2. above W1, up to and including W2
3. above W2, up to and including W3
4. above W3, up to and including W4
5. above W4, up to and including W5

POSSIBLE COMBINATIONS OF OCCUPATIONS

| <u>Serial No.</u> | <u>Occupation</u> | <u>Possible Combinations</u> |
|-------------------|------------------------------------|------------------------------|
| 1 | Composing | A |
| 2 | Proof reading | |
| 3 | Stereo-and electrotyping | |
| 4 | Typecasting | |
| 5 | Process engraving | |
| 6 | Photogravure | |
| 7 | Lithography | |
| 8 | Printers' warehousing | |
| 9 | Engraving and diestamping | |
| 10 | Bookbinding | |
| 11 | Ruling | |
| 12 | Cutting | |
| 13 | Letterpress machine minding | |
| 14 | Printing and lithographic artistry | |
| 15 | Photolithography | |
| 16 | Solid typesetters | B |
| 17 | Platen pressmen | |
| 18 | Litho operators | |
| 19 | Monocaster attendants | |
| 20 | Quarter binders | |
| 21 | Box makers | |
| 22 | Feeders | C |
| 23 | Fitters and turners | |
| 24 | Plumbers | |
| 25 | Carpenters | |
| 26 | Electricians | |
| 27 | Messengers | |
| 28 | Lorry Drivers | |
| 29 | Clerks | |
| 30 | Packers | |
| 31 | DK | |

6. above W5, up to and including W6
7. above W6, up to and including W7
8. above W7, up to and including W8
9. above W8.

Since it was found that a very high percentage, 43%, of employees are earning between W2 and W3, this category was split equally into three. The three subcategories are referred to in the text as:-

- (a) earning between W2 and W2.3
- (b) earning between W2.3 and W2.6
- (c) earning between W2.6 and W.3

Lost time is expressed in weeks lost per annum. But the period from which these figures are shown is June 30 to December 31, 1955. Further, it should be pointed out that not all the people who were employed during that period are included in this study. The information refers only to those employees who were in the company's service on June 30, 1956. Thus, those that joined the firm in say August 1955, or February 1956 are classified as NA (not applicable). There are nine categories:-

0. not absent
1. up to and including $\frac{1}{2}$ week
2. above $\frac{1}{2}$ week, up to and including 1 week
3. above 1 week, up to and including 2 weeks
4. above 2 weeks, up to and including 3 weeks
5. above 3 weeks, up to and including 4 weeks
6. above 4 weeks
7. DK (Don't Know)
8. NA (Not Applicable)

N.B. Lost time of monthly paid employees - since they don't punch clock cards is shown as DK.

Voluntary organizations. The categories listed below involve only two variables in each; a person either contributes or he does not. And it is essential that the information is on the firm's pay office cards so that the relevant pay deductions can be made. There is no need for any DK allocation therefore. The voluntary organizations are:

- Medical aid society
- Savings fund
- Recreation club
- Chapel⁽¹⁾

In the tables members are shown 'Y' (yes) and non-members 'N' (no)

(1) chapel: see glossary

NOTES ON RELIABILITY OF INFORMATION

- Address: ⁽¹⁾ Accuracy likely to decrease with length of service
- Sex: No errors likely
- Race: Physiologically the concept of race is inaccurate in that there are no "pure" races. What goes on a man's card is what he enters on his engagement notice.
- Marital status: With men the accuracy is likely to decrease with the length of service, or, more accurately, with the length of time an employee's status was last known. With women the information is likely to be more accurate as the trade union requires them to have their names on the union books changed when they marry.
- Age: Accuracy depends on the honesty of the employee when he is engaged. Information will be most reliable in the case of employees who are, or have been apprentices. An apprentice has to submit his birth certificate before entering into the apprenticeship contract.
- Length of service: No errors likely
- Grade: No errors likely
- Medical aid society membership: No errors likely
- Savings fund membership: No errors likely
- Recreation club membership: No errors likely
- Chapel funds payment: No errors likely
- Wages: No errors likely

Percentages are calculated to the nearest whole number in the tables of the first abstraction. At the second and subsequent abstraction levels the additions of percentages are taken without reference being made to the original figures of which the first abstraction tables are percentages. For example in fig. 4 we might say 78% of group A had up to 10 years service simply by adding the figures 58 and 20.

6035

(1) Address: used for establishing areas of residence.

CHAPTER III - THE FIRST ABSTRACTION

Initial reaction to the basic correlation percentage tables -
a formulation of the next step.

* * * * *

THE FIRST ABSTRACTIONInitial Reaction to Basic Correlation Tables

The theory put forward by Hill and Trist⁽¹⁾ is that absenteeism is a conscious or unconscious withdrawal from the work situation; that with the passage of time employees either leave for more congenial work or they grow to like their work and therefore do not absent themselves so frequently.

The present study seems to bear out their thesis⁽²⁾ but quite clearly this is not the only factor. What I now want to do is to see whether the general theory, that lost time is indirectly proportional to length of service, requires modification. The best way of interpreting the tables, it would seem at this stage, is to compare the pattern of the individual sub-categories with the pattern of the factory as a whole in each table.

On first reading the basic correlation tables and the percentage tables prepared from them (tables of the first abstraction) it appears that the most marked correlation with lost time is length of service. Although this shows the strongest pattern there are also

- 1 Age
2. race and sex
3. marital status
4. grades
5. wage
6. savings fund membership⁽³⁾

which when correlated with lost time show variance from the pattern set by the whole factory.

The most orderly fashion of dealing with this information seems to be firstly to deal with each of the factory departments and see how each fits into the categories. This will show how, in a department, what deviations appear with what other deviations. Then one should be in a position to make tentative suggestions as to which of these deviations are in fact related and which are coincidental. Secondly, if each of the lost time categories is similarly described in terms of the remaining categories it should be possible to confirm or modify the original tentative suggestions.

Finally as a result of synthesizing this information one should be able to draw particular conclusions valid for this factory and if possible general conclusions with a wider validity.

In the next chapter, then, we will summarize for each department group the information relevant to it in a series of tables (figs. 4 - 15). Similarly we will summarize the relevant information for each lost time category (figs. 16 - 22). These will be referred to as the tables of the second abstraction.

(1)Hill and Trist: A consideration of industrial accidents as a means of withdrawal from the work situation (Human Relations VI No. 4)

(2) See fig. 50

(3)See figs. 45 - 49, 54

GROUP A consists of:

| | |
|----------------------------|-----------|
| the hand composing section | 107 |
| monokeyboards | 9 |
| monocasters | 14 |
| linotype machines | <u>21</u> |
| | 151 |

All this group could be broadly described as comprising the composing departments. Its function is to provide successive departments with type matter⁽¹⁾ - in steel frames - formes⁽²⁾ in the case of letterpress - in clean proofs, or pulls - on art paper in the case of photolithography - in 'rinco' pulls (white type on black paper) in the case of photogravure.

Linotype machines are operated by grade L journeymen sitting at a keyboard pressing keys which cause matrices to be released which are put into a casting pot for the complete "line of type" to be made. Different sets of matrices are used for different type sizes and the galleys of text and headlines are then sent to the hand composing department.

The monokeyboards and monocasters together produce type like the linotype machines except that the keyboards and the casters are housed in separate rooms and the **type** is produced in single characters and not in solid lines as in linotype. The keyboard operators also sit at a keyboard and press keys which activate punched holes in a roll of paper similar to a pianola roll. This roll is then taken to the casting room where, amid a tremendous din, the casters produce the type.

Type in galleys is taken from both the linotype machines and the monocasters to the hand composing department where it is imposed into formes for the machines. Hand compositors also set matter for magazines including advertisements and blocks which cannot be handled by the keyboard machines.

Conditions of work

Machine compositors sit at keyboards in comfortable seats most of the time when they are actually setting. Various adjustments have to be made around the back of the machine so that they have to get up from time to time.

Hand compositors stand continuously at frames (benches) or stones (steel slabbed tables) four feet high.

GROUP A Analysis

Age distribution: Group A varies from that of the whole in that the successive age categories are diminishing in a steeper fashion at the younger end of the scale. This means that while in the whole 53% are under 30 years old the comparative figure in group A is 63%. Also, while the under 20, 20-25, 25-30 age categories have approximately equal numbers in them, in group A the 25-30 years category is less than half the under 20 category.

Race and sex: There is a higher percentage (73% compared with 39%) of white men in group A; there are no coloured women (as against 19%) and the percentage of coloured men is lower (23% as against 39%) compared to the whole factory.

{1), (2): see glossary

GROUP A (151 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| A | 29 | 21 | 13 | 9 | 7 | 3 | 6 | 7 | 3 | 1 | 1 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| A | 76 | 1 | 23 | 0 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| A | 58 | 41 | 0 | 1 | 1 | 101 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|-----------|------------|----|-----|--------|----|----|-------|
| A | 49 | 3 | 25 | 17 | 1 | 4 | 0 | 0 | 99 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|----|---|----|----|----|----|---|----|-------|
| A | 1 | 0 | 9 | 28 | 13 | 7 | 4 | 10 | 7 | 21 | 1 | 0 | 101 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| A | 58 | 20 | 5 | 3 | 5 | 3 | 1 | 1 | 3 | 0 | 0 | 1 | 100 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|----|---|---|----|----|----|----|----|----|-------|
| A | 8 | 11 | 7 | 4 | 26 | 10 | 11 | 7 | 15 | 1 | 100 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| A | 34 | 65 | 1 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| A | 51 | 48 | 1 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| A | 92 | 7 | 1 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | TOTAL |
|-------------|----|----|-------|
| A | 89 | 11 | 100 |
| WHOLE | 70 | 30 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|---|----|----|----|---|---|---|----|----|-------|
| A | 7 | 34 | 16 | 21 | 1 | 5 | 4 | 0 | 13 | 101 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

Marital Status does not seem to call for any comment - the pattern is similar to that of the whole factory.

Grades. The group differs from the whole in that a higher percentage (77% compared with 39%) are journeymen or aspiring journeyman, (i.e. apprentices). Consequently this group of departments has a lower percentage of the other grades: less than half of the grade II's and only a quarter of the percentage of grade III and labourers, compared to the factory as a whole.

Wage distribution is more even in group A. Whereas in both cases there are two peaks, in group A the highest peak is between W5 and W6 (28%) the corresponding figure for the whole factory is only 14%. Those earning between W2.3 and W2.6 constitute 30% of the factory as a whole and only 10% of group A. 58% of group A earn more than W3 a week and only 34% of the whole do.

Service. No particular comment arises at this stage. Group A seems to follow the pattern of the whole fairly closely.

Locality. A lower percentage of group A (8% compared with 15%) live in the Cape Town area and a slightly higher percentage (26% compared with 18%) live in the Bellville, Parow, Tiervlei area, but for the rest, group A seems to follow the general pattern.

Voluntary organizations. Group A shows a higher percentage of members of the various schemes than the factory as a whole:

| | | |
|-----|-------------------|--------------------------|
| 34% | compared with 22% | for the recreation club |
| 51% | compared with 32% | for the chapel fund |
| 92% | compared with 78% | for the savings fund |
| 89% | compared with 70% | for medical aid society. |

Lost time. The pattern in group A is very similar to that of the whole. There appears however to be a consistent, if slight, tendency for group A to show higher percentages in the lower lost time categories than the whole. Thus 78% of group A have less than 2 weeks lost time per annum (lost time categories 0, 1, 2, 3) compared with 73% of the whole factory.

GROUP B Consists of:

| | |
|------------------|----------|
| stereofoundry | 11 |
| photolithography | 28 |
| artists | <u>6</u> |
| | 45 |

This is one of the study groups composed of comparatively differing departments discussed in Chapter I⁽¹⁾.

Stereofoundry. Very often the matter, type or blocks, set up in the composing departments come to the foundry to have copies made. This is done by pressing a mould or flong onto the forme and then casting as many copies as are required from these flongs. The stereotyper has to prepare the surface of the forme by brushing and oiling, apply the flong to the forme and put both under an hydraulic press which forces the impressions of the type matter and blocks into the comparatively soft surface of the flong. He then puts the flong into the casting box and ladles molten metal into the casting

(1) See fig. 2.

box and ladles molten metal into the casting box by hand. The resulting stereo is then taken to the routing machine where the stereotyper cuts away the high parts of the stereo with a high speed rotary drill. Electrically powered, the actual drilling is done by hand requires close attention by the operator. Finally the stereotyper back planes the stereo on the planing machine, working to tolerances of .0005".

Electrotyping is a similar process for duplicating the typematter of blocks in which a waxen or plastic, instead of paper, mould is made and this mould is then electroplated with copper or nickel. The electro is backed up by molten metal to bring it up to about 3/8" thick. Then it has to be back planed and finally slabbed.²

¹By means of a variety of tools - a casting iron surface plate, various punches, callipers, hammer and straight edge the plate is worked to a level surface. Where the straight edge discloses a hollow on the face the callipers mark the back immediately beneath it and the punch and hammer discreetly applied to the marked area while the face is in contact with the surface plate gradually eliminate the hollow. Every part of the area of the plate is tested for level and treated accordingly.

"What has taken a few lines to describe is a process calling for considerable skill and judgment on the part of the operator and may involve half an hour or more of careful manipulation"⁽¹⁾.

Photolithographic Department comprises

- a) camera operating
- b) retouching
- c) printing down

a) The function of the camera operator is to reproduce the type matter or working drawings from the artists onto film with the aid of, by ~~man~~in the street standards, enormous cameras. If the job in hand involves colour work, as is often the case, the operator makes plates for each different colour using a complimentary colour filter. The film positives made by the camera operators are made through a fine lined screen varying from 30 to 133 lines to the inch which produce square dots on the film.

b) It is the job of the photolitho retoucher to reduce or intensify these dots by the use of chemicals. The actual film plates are in black and white - a different one for each colour to be printed - and the retoucher has to interpret in his own mind the strength of colour of the original which stands before him in terms of film emulsion dot size.

c) From the retoucher the film positive goes to the printing down section, where the machine plates are made - a different plate for each colour to be printed. The plate maker first coats the zinc plate with a slow acting light sensitive emulsion, putting it into a machine to revolve and spread the emulsion evenly. Then the emulsified plate is put into the printing down machine with the film positive on top. The printer-down then exposes the plate to carbon arc lamps long enough for the exposed surfaces to harden. Then he etches the unexposed surfaces with acid and fills in the etched portion with a greasy preparation which makes it receptive to the

(1) Practical printing and binding page 171.

greasy litho inks.

After proofing the plate goes to the machine room where the lithographic machine minder takes care of it.

The artists are those people who prepare working drawings for the photolitho and process departments. Their work includes accurate lettering, drawing and arrangement of type matter and pictures in advertisement layout.

GROUP B Analysis

Age: In comparison to the whole, Group B have slightly more than the average for the younger age categories (49% compared with 40% are under 25 years old).

Race and sex: White men are in a higher percentage - 80% compared with 39% - and all the other categories are in lower than average proportions, in comparison with the whole.

Marital status: Proportions are approximately the same as for the whole. The higher grades are in a much higher proportion than in the whole. 80% are either journeymen or apprentices compared with 39% in the factory as a whole.

The wage pattern for group B is quite different from the whole. 42% compared with 21% earn more than W5 a week, 25% compared with 43% earn between W2 and W3 in the middle wage range, and 13% compared with 21% earn less than W2. There are very many more of the top wage earners therefore, and much fewer of the middle and lower categories.

Service: Like the age pattern this shows a diminishing curve. Group B starts higher and drops more sharply than the whole. Thus there are 73% with under 5 years service, compared with 60%, and 11% with between 5 and 10 years service, compared with 23% for the whole. For the remaining age categories however, group B seems to follow the general pattern fairly closely.

Locality: Group B is higher, 24% compared with 7% in locality group 2, which comprises the areas surrounding Cape Town: Vredehoek, Oranjezicht, Gardens, Tamboerskloof, Camps Bay, Clifton, Sea Point, Green Point, and Mouille Point.

Voluntary organizations: In the recreation club, medical aid society and savings fund membership, group B has in each case a slightly lower percentage of members. Each difference is in itself small and would not attract our notice if it were not that the same amount of deviation seems present in each case. In subscribing to chapel funds on the other hand, group B shows a higher percentage of participants, 44% compared with 32%. (I think this may be correlated with the higher percentage of grade I employees, 51% compared with 26%).

Lost Time. Group B seems to have a significantly lower percentage - 36% compared with 55% - of people who miss up to 1 week a year (lost time categories 0, 1, 2) and a higher percentage of those who are away more than 2 weeks a year (lost time categories 4, 5, 6) - 17% compared with 13%.

GROUP B (45 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-----------------|-----------|-----|-------------|-----|--------------|-----|-----------------|-----|--------|-------|-------|-----|-------|-------|
| B | 27 | 22 | 13 | 13 | 4 | 7 | 7 | 4 | 0 | 0 | 0 | 2 | 0 | 99 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |
| RACE AND SEX | WHITE MEN | | WHITE WOMEN | | COLOURED MEN | | COLOURED WOMEN. | | | | | | | TOTAL |
| B | 80 | | 0 | | 11 | | 9 | | | | | | | 100 |
| WHOLE | 39 | | 3 | | 39 | | 19 | | | | | | | 100 |
| MARITAL STATUS | N | | M | | W | | D | | DK | | TOTAL | | | |
| B | 58 | | 40 | | 0 | | 0 | | 2 | | 100 | | | |
| WHOLE | 54 | | 38 | | 1 | | 1 | | 7 | | 101 | | | |
| GRADE | I | | L.Y. APP. | | OTHER APP. | | II | III | LABOUR | | DK | NA | TOTAL | |
| B | 51 | | 9 | | 20 | | 13 | 0 | 4 | | 0 | 2 | 99 | |
| WHOLE | 26 | | 2 | | 11 | | 40 | 4 | 16 | | 0 | 1 | 100 | |
| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL | |
| B | 4 | 2 | 16 | 20 | 7 | 13 | 0 | 18 | 7 | 11 | 2 | 0 | 100 | |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 | |
| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL | |
| B | 76 | 11 | 7 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 | |
| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL | | | |
| B | 4 | 24 | 7 | 7 | 22 | 11 | 9 | 2 | 11 | 2 | 99 | | | |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 | | | |
| RECREATION CLUB | Y | | N | | DK | | TOTAL | | | | | | | |
| B | 18 | | 76 | | 7 | | 101 | | | | | | | |
| WHOLE | 22 | | 77 | | 2 | | 101 | | | | | | | |
| CHAPEL DUES | Y | | N | | DK | | TOTAL | | | | | | | |
| B | 44 | | 49 | | 7 | | 100 | | | | | | | |
| WHOLE | 32 | | 67 | | 2 | | 101 | | | | | | | |
| SAVINGS FUND | Y | | N | | DK | | TOTAL | | | | | | | |
| B | 67 | | 29 | | 4 | | 100 | | | | | | | |
| WHOLE | 78 | | 20 | | 1 | | 99 | | | | | | | |
| MEDICAL AID | Y | | N | | TOTAL | | | | | | | | | |
| B | 64 | | 36 | | 100 | | | | | | | | | |
| WHOLE | 70 | | 30 | | 100 | | | | | | | | | |
| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL | | | | |
| B | 9 | 20 | 7 | 27 | 2 | 11 | 4 | 4 | 16 | 100 | | | | |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 | | | | |

GROUP C Letterpress machine minding

The general description of letterpress machine minding which is given in describing group F, platens and croppers, actually small letterpress machines, applies here too. What is specifically referred to as group C is the group of people who operate the battery of very much larger presses.

The preparation or "make ready" may take several hours. The machine minder's problems are not over when he has finally switched on the machine and started the run. He must guard against slurring, spaces rising, creasing set off, second printing not taking, work sticking together, ink powdering and bad register, and there may be several reasons for each headache. Several processes have already been done by the time the work reaches the machine minder and technical mistakes not yet discovered may appear only at this stage.

GROUP C Analysis

Age: On the whole this group has a slightly higher percentage of younger people than the whole; 74% compared to 38% are 35 years old or less. There is also a gap in the 40 - 50 years age category; 4% in group C, 12% in the whole.

Race and sex: There are much fewer coloured women (5% compared to 19%), and no white women at all. There is a much higher percentage of coloured men compared to the whole: 55% compared to 39%.

Marital status: The proportions in group C are almost identical to that of the whole.

Grades: Apart from a slightly higher percentage of apprentices - 17% compared to 13% - the grade distribution is almost the same as that of the whole.

Wage: category distribution again seems not to be significantly different from that of the whole factory.

Service: The percentage of people with up to 10 years service is higher in group C - 90% compared with 83% - the percentage of those having between 10 and 30 years service is lower - 9% compared with 14%.

Locality: The differences seem slight: 7% compared with 12% in the Salt River, Observatory area (area 7); 12% compared with 15% in the Cape Town area (area 1); 17% compared with 13% in the Elsie's River, Vasco area (area 6).

Voluntary organizations; In all but chapel dues this group on the whole has a slightly lower percentage of members than the whole. Thus 13% (compared to 22%) are members of the recreation club; 76% (compared to 73%) are members of the savings fund; and 67% compared with 70% are members of the medical aid society. On the other hand 45% compared with 32% pay chapel dues.

Lost Time. 15% (compared with 9%) were not absent. But on the whole the pattern is similar. Thus 38% compared with 40% were absent the equivalent of up to half a week p.a. (categories 0 and 1).

N.B. It may or may not be significant that although there is in this group a higher percentage of people with under ten years service (90% compared to 83%) there is also a higher percentage of those with no lost time (15% compared to 9%).

GROUP C (126 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| C | 17 | 25 | 21 | 11 | 8 | 2 | 2 | 8 | 4 | 2 | 0 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 101 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| C | 40 | 0 | 55 | 5 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| C | 56 | 38 | 2 | 0 | 5 | 101 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | L.Y. | | | OTHER | | | DK | NA | TOTAL |
|-------|------|------|------|-------|-----|--------|----|----|-------|
| | I | APP. | APP. | II | III | LABOUR | | | |
| C | 26 | 4 | 13 | 39 | 4 | 13 | 0 | 0 | 99 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| C | 2 | 0 | 2 | 18 | 6 | 6 | 9 | 29 | 6 | 17 | 4 | 1 | 100 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| C | 63 | 27 | 2 | 5 | 2 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 102 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| C | 12 | 4 | 7 | 5 | 20 | 17 | 7 | 13 | 11 | 4 | 100 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| C | 18 | 80 | 2 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| C | 45 | 53 | 2 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| C | 76 | 22 | 2 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | TOTAL |
|-------------|----|----|-------|
| C | 67 | 33 | 100 |
| WHOLE | 70 | 30 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|----|----|----|----|---|---|---|----|----|-------|
| C | 15 | 23 | 17 | 14 | 8 | 2 | 1 | 3 | 17 | 100 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

GROUP D Lithographic machine room

It is the function of the lithographer to produce from the plates prepared in the photo-litho or plate making department, the completely printed job. Complete that is apart from operations which may subsequently occur in the bindery. In sense he merely continues on a larger scale what has been pioneered for him the photolitho section. That is he should know that the plates are perfect and that the inks he is to use are approved by the customer but whereas the proof press minder could examine each 'pull'⁽¹⁾ as it was printed the machine minder operates a highspeed machine very much more complex than the proofing press and often printing two colours at a time. The modern lithographer works to tolerances of a thousandth of an inch on precision built machines and the increasing use of modern machinery creates a problem in itself: ".....the machine manufacturer and the trade generally have no standard on which to evaluate machinery obsolescence. Therefore new machinery tends to be acquired by a process of infiltration; and it is easier to transfer old standards to the management of new machines than it is to raise old standards of manipulation in anticipation of new machinery at an uncertain date". (Albert Kirk in Practical printing and binding page 243).

GROUP D Analysis

Age. Group D has a lower percentage of people in the younger categories.

Thus 49% are under 30 years of age compared to 58% in the whole factory.

Race and sex. There are no white women in this group and a lower (9% compared with 19%) percentage of coloured women. But there is a higher percentage of coloured men compared to the whole: 50% compared to 39%.

Marital status. There is a slightly higher percentage of married people in this group (40% as against 38%) and correspondingly less never marrieds, compared to the whole factory.

Grades. There are less grade I journeymen - 20% compared to 26% - less labourers - 6% compared to 16%, and more grade II's (54% compared to 40%) and apprentices (16% compared to 13%) compared to the factory as a whole. Thus, insofar as grades can be arranged in order of seniority, there are higher percentages in the middle of the range in group D and lower percentages at the ends, compared with the factory, as a whole.

Wage. 42% compared with 30%, fall into the wage category earning between W2.3 and W2.6. The percentage earning more than W6 is 9%, compared with 6% in the whole. The other categories seem more or less comparable to those of the whole.

Service. There is a smaller proportion of people with less than 10 years service in the litho machine room compared with the factory as a whole - 74% compared with 83%, and there is a correspondingly higher percentage in the longer service categories.

Locality. The main differences in locality distribution seem to be in the Belville, Parow, Tiervlei area (area 5) where 8% (compared with 13%) of this group live; and in the Salt River, Woodstock, Observatory, Mowbray area (area 1) where 16% compared with 12% live; and in the Southern

(1) pull. See glossary

GROUP D (105 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-----------------|-----------|--------------|---------------|-----|--------------|--------|-----------------|-----|-----|-------|-------|-----|-------|-------|
| D | 20 | 16 | 13 | 11 | 11 | 10 | 8 | 5 | 1 | 4 | 0 | 0 | 1 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |
| RACE AND SEX | WHITE MEN | | WHITE WOMEN | | COLOURED MEN | | COLOURED WOMEN. | | | | | | TOTAL | |
| D | 41 | | 0 | | 50 | | 9 | | | | | | 100 | |
| WHOLE | 39 | | 3 | | 39 | | 19 | | | | | | 100 | |
| MARITAL STATUS | N | | M | | W | | D | | DK | | TOTAL | | | |
| D | 51 | | 40 | | 2 | | 0 | | 7 | | 100 | | | |
| WHOLE | 54 | | 38 | | 1 | | 1 | | 7 | | 101 | | | |
| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | | DK | NA | TOTAL | | | | |
| D | 20 | 1 | 15 | 54 | 4 | 6 | | 0 | 0 | 100 | | | | |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | | 0 | 1 | 100 | | | | |
| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL | |
| D | 3 | 2 | 4 | 10 | 1 | 3 | 11 | 42 | 5 | 13 | 3 | 4 | 101 | |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 | |
| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL | |
| D | 58 | 16 | 10 | 4 | 4 | 2 | 4 | 3 | 0 | 0 | 0 | 0 | 101 | |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 | |
| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL | | | |
| D | 15 | 8 | 8 | 7 | 8 | 10 | 16 | 12 | 17 | 0 | 101 | | | |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 | | | |
| RECREATION CLUB | Y | | N | | DK | | TOTAL | | | | | | | |
| D | 27 | | 71 | | 2 | | 100 | | | | | | | |
| WHOLE | 22 | | 77 | | 2 | | 100 | | | | | | | |
| CHAPEL DUES | Y | | N | | DK | | TOTAL | | | | | | | |
| D | 42 | | 56 | | 2 | | 100 | | | | | | | |
| WHOLE | 32 | | 67 | | 2 | | 101 | | | | | | | |
| SAVINGS FUND | Y | | N | | DK | | TOTAL | | | | | | | |
| D | 81 | | 17 | | 2 | | 100 | | | | | | | |
| WHOLE | 78 | | 20 | | 1 | | 99 | | | | | | | |
| MEDICAL AID | Y | | N | | TOTAL | | | | | | | | | |
| D | 79 | | 21 | | 100 | | | | | | | | | |
| WHOLE | 70 | | 30 | | 100 | | | | | | | | | |
| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL | | | | |
| D | 20 | 18 | 13 | 15 | 9 | 5 | 2 | 3 | 15 | 100 | | | | |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 | | | | |

fig. 7

suburbs area (area 9) where the respective percentages are 17% and 13%.

Voluntary organizations. In all these the percentage of people in group D who are members is higher than for the factory as a whole as follows:

recreation club: 27% compared with 22%
 chapel dues: 42% compared with 32%
 medical aid soc: 79% compared with 70%
 savings fund: 81% compared with 73%

Lost time. Although there is more than twice the percentage in group D of those who were not absent at all (20% compared with 9%) the next best category from the point of view of good time keeping - those who had up to half a week p.a. (category 1) lost time - constitute only 18% in the litho machine room compared with 31% in the factory as a whole. For the rest the general pattern in this group seems comparable with that of the factory as a whole.

GROUP E Gravure

A particular job for gravure printing depending on the copy may first be sent to the art department where the layout is decided on. Then it goes to the gravure camera room where negatives are made on black and white paper. Type matter "pulled"⁽¹⁾ in white ink on black paper is patched in and the resulting negative, touched up if necessary, is re-photographed to give a film positive. This positive is then printed down onto sensitized carbon tissue which thus has a negative image on it. This carbon is then wrapped around the copper cylinder and made to stick in a similar manner to "transfers" used by children to decorate bathroom walls. Next the cylinder would be etched so that the negative image on the carbon tissue becomes a positive image on the printing cylinder. Gravure being an intaglio process, the image is below the printing surface and the darker the final image, the deeper it is etched into the surface. The completed cylinder is fitted into the machine and comes under the care of the machine minder. Two kinds of machines are used at the Parow works: sheet fed machines which print in one colour on one side of the paper and a large M.A.N. web fed machine which will print two colours on one side of the paper and a third on the back. This machine is similar to a newspaper printing machine in that it delivers the printed job in separated and folded sections.

An important part of the gravure department is the grinding and polishing section where the cylinder is prepared to receive the image it is to print. In the old days this was done by a grinding and polishing machine which "cleaned" the cylinder by grinding the previous image off and polishing the surface. Nowadays this function is almost completely taken over by the system of electrolytic deposition. A fine "skin" of copper is electrolytically deposited on the cylinder and a surface is obtained far more "polished" than by actual polishing. After the printing the copper skin is removed and a new one deposited.

(1) to 'pull': see glossary

All the operations described in this section fall under the trade of photogravure and a journeyman of this trade may therefore be a camera operator, a retoucher; he may work in the planning section; he may etch cylinders; he may prepare cylinders by electrolysis, or he may be a machine minder. And he is taught all aspects of the trade as an apprentice although in his career as a journeyman he may specialize in only one aspect.

GROUP E Analysis

Age. There is a slightly lower percentage - 52% compared with 58% - of members up to 30 years of age. Age distribution for those above 30 years would represent an up and down fluctuation compared to the steadily descending line of the factory. (N.B. But the actual numbers (29) may have something to do with this).

Race and Sex. There is a higher percentage of men in the gravure department (96% compared with 78%) and a higher ratio of white men to coloured men (55 to 41) whereas in the factory as a whole there are equal proportions: 39 to 39.

Marital status. Married people are in a higher percentage than in the whole, 52% compared with 38%, in spite of the fact that only 3%, compared to 7% are not classifiable.

Grades. There is a higher percentage of journeymen and apprentices in this group. They comprise 55% compared with 39%. Grade II's and labourers comprise lower percentages (34% as against 40% and 3% as against 16%).

Wage. The pattern seems generally the same but there is a higher percentage of higher paid employees and a lower percentage of lower paid employees. Thus 20% (compared to 6%) earn more than W6 and 10% (compared to 22%) earn W2 or less.

Service. There is a lower percentage of the more junior categories - 72% with up to 15 years service compared to 88% - and higher proportions of the senior categories (13% with over 25 years service compared with 5%).

Locality. The Cape Town central area (area 1) the southern suburbs (area 9), and the area immediately surrounding central Cape Town (area 2) seem to be more popular compared to the factory, while the areas between Cape Town and Parow, (areas 3, 4, 6, 7 and 8) are much less popular with this group.

Voluntary organizations. With the exception of the savings fund where the percentage of members is almost identical with that of the factory, group E has a higher percentage of members than the whole factory:

GROUP E (29 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| E | 21 | 21 | 10 | 14 | 3 | 14 | 3 | 10 | 3 | 0 | 0 | 0 | 0 | 99 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| E | 55 | 0 | 41 | 3 | 99 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| E | 45 | 52 | 0 | 0 | 3 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADES | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|--------|----|--------------|---------------|----|-----|--------|----|----|-------|
| E | 38 | 3 | 14 | 34 | 7 | 3 | 0 | 0 | 99 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|----|----|---|---|----|----|----|----|---|----|-------|
| E | 3 | 3 | 14 | 10 | 7 | 3 | 0 | 38 | 10 | 10 | 0 | 0 | 98 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| E | 48 | 21 | 3 | 10 | 3 | 10 | 0 | 3 | 0 | 0 | 0 | 0 | 98 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|----|---|---|----|----|----|----|----|----|-------|
| E | 35 | 17 | 0 | 0 | 10 | 3 | 3 | 3 | 24 | 3 | 98 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| E | 28 | 69 | 3 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| E | 52 | 45 | 3 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| E | 79 | 17 | 3 | 99 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | TOTAL |
|-------------|----|----|-------|
| E | 86 | 14 | 100 |
| WHOLE | 70 | 30 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|---|----|----|----|---|---|---|----|----|-------|
| E | 7 | 38 | 10 | 7 | 7 | 0 | 3 | 3 | 24 | 99 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

| | |
|---------------------|---------------------|
| medical aid society | 83% compared to 70% |
| recreation club | 28% compared to 22% |
| chapel dues | 52% compared to 32% |

Lost time. Considering the small actual size of the group, the distribution of lost time categories seems comparable with that of the whole factory. Thus although 45% - compared to 40% - had no lost time or only up to half a week p.a., the percentage having up to 1 week p.a. lost time, or none at all (categories 0, 1, 2) is 55% in each case.

GROUP F Platens

The machine minder says V.S. Ganderton ⁽¹⁾ "is as much artist as artisan. The introduction of the printing machine took the labour out of the work but did not simplify it in any way rather making it infinitely more complex. The modern precision machine is as a brush to the painter or a piano to the pianist needing the skilful hands, the imaginative mind....." Great emphasis is laid upon the fact that each job to go through a printing factory presents its own problems. Methods suitable for one may have to be adapted to suit another. Apprentices can be taught the broad outlines of approach but the success of the finished work would depend upon their ability to apply their own knowledge and imagination to the specific job. In all letterpress printing the machine minder has to make ready. Briefly this entails (a) packing the platen sufficiently to exert pressure on the paper to take an impression, (b) preparing the appropriate ink and putting it in the duct, (c) locking up the type in the steel frame or chase that surrounds it, (d) making the first impression, (e) setting the metal stoppers or lays which determine the ~~correct~~ position of each sheet in relation to the type (f) levelling up to ensure that the whole of the printing surface exerts the same pressure on the paper. This is done by patching the back of a proof with tissue paper to compensate for any unevenness in pressure. The resulting patched sheet is added to the packing paper and (g) setting the ink duct.

(1) V.S. Ganderton in Practical printing and binding by H. Whetton (ed.)
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GROUP F (32 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| F | 9 | 9 | 22 | 13 | 6 | 6 | 6 | 13 | 13 | 3 | 0 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| F | 6 | 0 | 88 | 6 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| F | 28 | 59 | 0 | 0 | 13 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|--------------|---------------|----|-----|--------|----|----|-------|
| F | 13 | 0 | 0 | 66 | 9 | 13 | 0 | 0 | 101 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|----|----|----|----|----|---|----|-------|
| F | 0 | 0 | 3 | 0 | 9 | 16 | 19 | 34 | 3 | 16 | 0 | 0 | 100 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| F | 50 | 25 | 13 | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| F | 25 | 0 | 0 | 6 | 13 | 6 | 19 | 22 | 9 | 0 | 100 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| F | 16 | 84 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| F | 31 | 69 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| F | 78 | 22 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| F | 78 | 22 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|---|----|----|----|----|---|---|----|----|-------|
| F | 6 | 34 | 13 | 19 | 13 | 3 | 6 | 0 | 6 | 100 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

GROUP F Analysis

Age. If a graph were drawn of the age distribution of the factory as a whole it would have a gentle dome at the category 20 - 25 years descending gradually toward the older age categories. Group F however has two distinct peaks; a sharp one at 25 - 30 years and a broader one at 50 - 60 years. Looked at another way there is a higher percentage of people between 25 and 35 in the cropper department, 35%, than in the factory as a whole, 28%. There is also a higher percentage of workers aged between 50 and 60 - 26% compared with 9%. On the other hand the department is poorly represented by the younger categories. Thus only 18% are under 25 years old compared to the factory figure of 40%.

Race and sex. The numerically dominant category here is the coloured men who constitute 88% compared with 39% in the factory. There are no white women and the remaining 12% is made up by 6% each of white men and coloured women, compared with 39% and 19% respectively for the factory.

Marital status. Although there is a larger percentage of people whose marital status is unknown - 13% compared with 7% - there is a much larger known percentage of married people compared to unmarried. Group F has 59% married, compared to 38%, and only 28% never married compared to 54%.

Grades. There are no apprentices in the cropper department (compared to 13% for the factory) because these small printing machines may be operated by grade II employees, platen pressmen, who are not indentured. Grade I constitute only 13% - compared with 26% - and there are 66% grade II's (compared with 40%) and 9% grade III's compared with 4%.

Wage. If represented graphically, the wage categories of group F would cluster a great deal more than those of the factory. That is 72% earn between W2 and W4 whereas 50% of the factory are in those categories. Consequently there are proportionately lower percentages at the ends of the scale.

Service. category distribution similarly clusters. There are 44% with between 5 and 20 years service compared with 32% for the factory. On the other hand those with up to 5 years service constitute 50% compared to 60% for the whole. Similarly there is no one in this group with over 25 years service, a category which constitutes 5% in the factory as a whole.

Locality. Two areas are not represented at all in this group. They are the areas immediately surrounding Cape Town itself (area 2); and the Thornton, Milnerton, Wingfield area (area 3); 13% of the whole factory live here. The Cape Town central (area 1) and the Salt River, Woodstock, Observatory, Mowbray (area 7) have larger percentages of group F than of the factory as a whole (25% compared to 15% and 19% compared to 12% respectively).

Voluntary organizations. With both the chapel fund and the savings fund the percentage of group F who are members is almost the same as with the whole; with the medical aid society, the percentage is slightly higher: 78% compared with 70%, and with the recreation club the percentage is lower, 16% compared with 22%.

Lost Time. Although the no lost time category is 6% compared with 9% for the factory, those who had either no lost time or only up to half a week p.a. (categories 0, 1) constitute 40% - the same as for the factory. There seems to be no difference worthy of comment at this stage, particularly in view of the fact that this group is so small in actual numbers (32) and in view of the fact that the combined percentage of those not known or not applicable is only 6% compared to 14% in the whole factory.

GROUP G Bindery

The work of this section comprises dozens of different operations and it will be possible to discuss only the main ones here. In the binding of a book, for example, there are the following operations:

Counting. On arrival at the bindery the printed sheets are counted by hand.

This applies to all work coming into the bindery.

2. Next they are passed to the folding machines which at the time of this study were all hand fed. Folding machines, in book work, fold each sheet to make a section, or part of a section of the completed book.

3. Gathering is the next operation. Piles of section are placed in the correct order round a table of suitable length. The binder's assistants walk round the table picking up section after section as they go. At the completion of one revolution they will have picked up all the sections i.e. a complete book, in the correct order. This is then placed on a separate table and the assistant begins the next cycle.

4. The gathered sections then go to the cutting machine to be trimmed on three sides. This may be done on a single blade guillotine or on the automatic three knife trimmer. The operator's job is similar in each case. He has to lift each pile of sections from a bench close to the machine and carefully place it in position. Then he leans back and sets the machine in motion, waits for the blade or blades to descend and then lifts the cut pile of sections to another bench. He is then ready to begin the next cycle.

5. Sewing. After gathering and collating which is the term given to the examining a book to see if it consists of all the sections and in order, the sections are sewn. The operator, a grade II woman, sits at the table of the machine, opens out each section and puts it onto the arm and presses a foot or treadle which sets the machine in motion.

6. Next the trimmed sections are rounded and backed in a machine for that purpose, operated by a journeyman. They are then ready for "casing-in", the term for having the covers or cases attached. Cloth bound books usually acquire their covers in casing-in machines. Leather bound books are generally cased-in by hand. Quarter-bound books in which the outer cloth is flush with

the boards and paper, receive their cases in a casing-in team consisting of at least one journeyman binder and one quarter binder to every three binders assistants. The team sits round a gluing machine into which the cloths are hand fed and deposited onto a slow moving belt. The other members of the team pick off the glued cloths from the moving belt and position the boards on them. The completed cases are then dropped back onto the belt and collected at the end by a binder's assistant. The completed cases are attached to quarter bound books on identical gluing machine and quarter binding team combinations.

Briefly, the work of the bindery can be roughly divided into hand and machine operations. Journeymen are responsible for machines, and grade II women under a forelady or journeymen binders. But this is not entirely accurate - a journeyman makes leather book covers by hand and women operate the wirestitching or stapling machines. Generally speaking the journeymen are responsible for work which requires either greater technical knowledge or greater manipulative skill.

GROUP G Analysis

Age distribution in group G seems to follow the same pattern as the whole.

Race and sex. Coloured women constitute 53% of the employees compared with 19% in the factory as a whole. White women make up 5%, compared with 3%. The men, therefore, are in lower proportions: viz. coloured men 27% (as against 39%) and white men 15% (as against 39%).

Marital status. The proportion of never married people, is higher in group G: 64% compared with 54% widowed and divorced people constitute 5% as against 2% and unmarried people form 23% compared with 38% in the whole factory.

Grades. The distribution in this group is different from the whole in that grades II and III constitute 76% compared with 44% in the factory as a whole. This means a lower percentage of the other grades. Thus journeymen and apprentices together make up only 15% compared with 39% in the whole factory. Labourers constitute 8% compared with 13% in the whole.

Wages. The peak which those earning between W2.3 and W2.6 constitute in the factory 30%, is greater in group G - 52%. The general pattern seems to be the same but, of course, the other categories are lower except for those earning between W1 and W2: 8% in group G, 13% in the whole.

Service. The general pattern is repeated in group G but there is a difference in the distribution of those with under 10 years service. In the whole those with between 5 and 10 years service constitute 23% compared to 30% in group G.

Locality. The general pattern seems to be repeated in group G but there is a transposition of the proportions living in Cape Town (area 1) and those living in Belville, Parow and Tiervlei (area 5). 25% of group G lives in Cape Town, compared with 15%; and 9% live in the Parow areas, compared with 13%

GROUP G (227 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| G | 18 | 25 | 24 | 11 | 8 | 4 | 4 | 3 | 2 | 1 | 0 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| G | 15 | 5 | 27 | 53 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| G | 64 | 23 | 3 | 2 | 8 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|-----------|------------|----|-----|--------|----|----|-------|
| G | 11 | 2 | 2 | 70 | 6 | 8 | 0 | 0 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|----|----|----|----|----|---|----|-------|
| G | 1 | 0 | 0 | 5 | 5 | 13 | 7 | 52 | 6 | 8 | 2 | 2 | 101 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| G | 56 | 30 | 4 | 3 | 3 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 99 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| G | 25 | 4 | 6 | 3 | 9 | 12 | 14 | 14 | 15 | 0 | 102 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| G | 20 | 79 | 1 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| G | 18 | 81 | 1 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| G | 78 | 21 | 1 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID SOCIETY | Y | N | TOTAL |
|---------------------|----|----|-------|
| G | 64 | 36 | 100 |
| WHOLE | 70 | 30 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|---|----|----|----|----|---|---|----|----|-------|
| G | 4 | 39 | 16 | 16 | 11 | 4 | 2 | 3 | 4 | 99 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

Voluntary organizations: In all these except the savings fund, group G has a lower percentage of members than the whole, thus:

| | |
|------------------|---------------------|
| recreation club: | 20% compared to 22% |
| chapel dues: | 18% compared to 32% |
| medical aid: | 64% compared to 70% |

Savings fund membership is in the same proportion as the whole, 78%.

Lost Time incidence seems to follow the general pattern of the whole factory.

GROUP H. Boxmaking department

The boxmaking department is a specialized part of the bindery group to deal with the finishing of the numerous kinds of printed container which pass through a printing house of this size. Jan labels for example are often varnished while still in sheet form. Fed in by hand, the sheets pass between rollers covering them with varnish and then onto a conveyor belt passing under heating lamps to dry them. Although the operators of this machine would be grade II binder's assistants, one girl feeding, the other stocking the sheets at the end of the conveyor, the initial setting of the machine - determining the strength and type of varnish to use - would be the responsibility of a journeyman.

Cartons to be used for cigarettes, tooth paste, jellies and similar commodities also arrive at the boxmaking section in the sheet and pass through a machine for cutting and creasing. The cutter and creaser is very similar to a flat bed letterpress machine - in fact some are interchangeable - except that the forme consists of a series of shaped knives in wood blocks for cutting and creasing each sheet.

Next, the waste matter from cut and creased sheets has to be removed. Frequently such a pile of sheets is attacked by grade II men, one with a pneumatic drill, the others with rubber mallets and the waste is thus forced out. Sometimes when the particular design of the carton makes this difficult, the waste is removed sheet by sheet, by hand, by grade II women. Most cartons are rectangular cuboids and when glued along the length of one side can still be packed flat. The gluing is done in a hand fed machine which folds the carton and glues simultaneously. A similar machine, also hand fed, is a special round slitting and tubing machine⁽¹⁾ which is fed strips of several cartons at a time and delivers folded, glued and separated cartons at the other end.

GROUP H Analysis

Age. Distribution seems very similar in this group to that of the whole.

Although only 15% (compared to 19%) are under 20, the total percentage for under 25 is 38% compared to 40% for the whole factory.

(1) R. S. and T. see fig. 2

GROUP H (79 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-----------------|-----------|--------------|---------------|-----|--------------|--------|-----------------|-----|-----|-------|-------|-----|-------|-------|
| H | 15 | 23 | 24 | 9 | 11 | 9 | 4 | 4 | 1 | 0 | 0 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |
| RACE AND SEX | WHITE MEN | | WHITE WOMEN | | COLOURED MEN | | COLOURED WOMEN. | | | | | | TOTAL | |
| H | 5 | | 5 | | 38 | | 52 | | | | | | 100 | |
| WHOLE | 39 | | 3 | | 39 | | 19 | | | | | | 100 | |
| MARITAL STATUS | N | | M | | W | | D | | DK | | | | TOTAL | |
| H | 65 | | 28 | | 1 | | 0 | | 6 | | | | 100 | |
| WHOLE | 54 | | 38 | | 1 | | 1 | | 7 | | | | 101 | |
| GRADES | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | | | TOTAL | | | |
| H | 9 | 0 | 0 | 75 | 5 | 11 | 0 | 0 | | | 100 | | | |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | | | 100 | | | |
| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL | |
| H | 1 | 0 | 0 | 4 | 4 | 3 | 4 | 63 | 9 | 10 | 3 | 0 | 101 | |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 | |
| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL | |
| H | 47 | 29 | 6 | 10 | 1 | 3 | 1 | 0 | 0 | 1 | 0 | 1 | 99 | |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 | |
| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | TOTAL | |
| H | 23 | 4 | 8 | 3 | 6 | 13 | 18 | 14 | 13 | 0 | | | 102 | |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | | | 100 | |
| RECREATION CLUB | Y | | N | | DK | | TOTAL | | | | | | | |
| H | 25 | | 73 | | 1 | | 99 | | | | | | | |
| WHOLE | 22 | | 77 | | 2 | | 101 | | | | | | | |
| CHAPEL DUES | Y | | N | | DK | | TOTAL | | | | | | | |
| H | 20 | | 79 | | 0 | | 99 | | | | | | | |
| WHOLE | 32 | | 67 | | 2 | | 101 | | | | | | | |
| SAVINGS FUND | Y | | N | | DK | | TOTAL | | | | | | | |
| H | 90 | | 9 | | 1 | | 100 | | | | | | | |
| WHOLE | 78 | | 20 | | 1 | | 99 | | | | | | | |
| MEDICAL AID | Y | | N | | TOTAL | | | | | | | | | |
| H | 81 | | 19 | | 100 | | | | | | | | | |
| WHOLE | 70 | | 30 | | 100 | | | | | | | | | |
| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL | | | | |
| H | 0 | 39 | 14 | 24 | 6 | 0 | 4 | 4 | 9 | 100 | | | | |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 | | | | |

fig. 11

Race and sex. Coloured men (58%) are almost exactly the same percentage in the factory as a whole; white women are 5% compared to 3% but the biggest deviation from the factory figures are among coloured women: 52% compared to 19% and among white men: 5% compared to 39%. Looked at from another angle the coloured people constitute 90% compared to 58% in the factory as a whole.

Marital status. There is a higher proportion: 35% compared to 54%, of never married people in the boxmaking department.

Grades. The most significant feature of trade distribution is that grade II's constitute 75% - compared to 40% - of the group, and all the other categories (except grade III which is 5% compared to 4%) are in a much smaller proportion. Thus there are no apprentices whatever: grade I constitute 9% compared to 26% and labourers are 11% compared to 16%.

Wage. Represented graphically the wage category earning between W2.3 and W2.6 constitutes a peak of 30% in the factory. This peak is more than twice as high in the boxmaking department: 63%, and the other categories are correspondingly smaller although the pattern of wage distribution appears to remain the same.

Service. The progressively descending percentages of service categories do not follow as steep a descent as in the factory as a whole. Thus 47% compared to 60% have under 5 years service and 76% compared to 83% have under 10 years service. Put in another way there are lower percentages of shorter service workers and higher percentages of longer service workers.

Locality. Apart from the relative popularity of Cape Town central (area 1) - 23% compared with 15% - and the relative unpopularity of the Bellville, Parow, Tiervlei area (area 5) - 6% compared with 18% - the locality distribution seems to be very similar to that of the factory.

Voluntary organizations. With the exception of the chapel fund in which the percentage of members is 20% compared to a factory figure of 32%, all the voluntary funds are supported by a higher percentage in this group than in the factory as a whole. Thus:

recreation club: 25% compared to 22%
 savings fund: 90% compared to 78%
 medical aid soc.: 81% compared to 70%

Lost Time. No one in this group is placed in the no lost time category, compared to 9% in the factory as a whole. Yet the percentage which had between half a week and two weeks p.a. lost time (categories 2,3) is 38% in this department and only 33% in the factory as a whole. And the percentage having more than two weeks lost time p.a. is 10% compared with 13%. In other words the boxmaking department's lost time distribution seems to cluster toward the centre of the scale.

GROUP I (36 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| I | 0 | 6 | 8 | 8 | 19 | 11 | 8 | 14 | 6 | 17 | 3 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| I | 72 | 28 | 0 | 0 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| I | 44 | 56 | 0 | 0 | 0 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|--------------|---------------|----|-----|--------|----|----|-------|
| I | 47 | 0 | 25 | 28 | 0 | 0 | 0 | 0 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|----|---|----|----|----|----|---|----|-------|
| I | 0 | 0 | 3 | 14 | 36 | 0 | 8 | 14 | 25 | 0 | 0 | 0 | 100 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| I | 67 | 11 | 6 | 11 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 101 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|----|---|---|----|----|----|----|----|----|-------|
| I | 8 | 17 | 6 | 0 | 28 | 28 | 8 | 0 | 6 | 0 | 101 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| I | 14 | 86 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| I | 44 | 56 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| I | 75 | 25 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| I | 64 | 36 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|----|----|----|----|---|---|---|----|----|-------|
| I | 22 | 22 | 17 | 6 | 3 | 0 | 6 | 3 | 22 | 101 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

Locality. Areas 5 (Parow etc.) and 6 (Goodwood etc.) each house 28% of group I compared to the whole percentages of 13% and 13%, But no one in this group lives in area 4 (Kraaifontein and the area west of it) or in area 8 (Pinelands, Ottery etc.) compared to 5% and 10% respectively of the factory as a whole.

Voluntary organizations: The readers show a higher percentage of members in paying chapel dues (44% compared to 32%), approximately the same percentage (75% compared to 78%) belonging to the savings fund, and a lower percentage belonging to the medical aid society (64% compared to 70%) and recreation club (14% compared to 22%).

Lost Time. This group seems to contain higher percentages of both good and bad time keepers. Thus 22% compared with 9% had no lost time and 6% compared with 3% were absent more than 4 weeks p.a. (category 6) But on the whole it seems that this group has a greater proportion of better timekeepers than the whole factory. Thus 61% had up to one week p.a. lost time compared to 55% (categories 0, 1, 2).

GROUP J Warehouse and Dispatch

The warehouse is the store in which the raw materials for printing are kept occupying a hall something like two acres in extent. Paper, board, type metal, photographic and other requirements arrive by road or rail at a private siding which serves the loading bay of the warehouse. They are then checked and stored until required. The senior people in the warehouse are responsible for the administrative work involved and the majority of the employees, labourers, are engaged in the actual moving of goods in and out of the warehouse. Paper being an extremely heavy commodity, most handling is done by electric fork lift trucks which can lift up to one ton about fifteen feet high, and by jack truck and pallet. A pallet is a wooden platform about four feet long and three feet wide standing on legs about eight or nine inches high. A wheeled jack - very similar in outward appearance to the kind seen in garages - slides under it and is then raised, lifting the pallet legs about an inch from the floor. The resulting combination enables a labourer to move approximately half a ton of paper about the factory. Jack trucks, in fact, are the main means of moving a printing job about from one department to another.

While warehouse workers are engaged in unloading large packages from railway and motor trucks, dispatch department employees load up completed jobs in packages small enough to be man-handled at the other end of the factory. Completed jobs come in from the bindery or box making departments, the quantities are recorded, the books, wine labels or whatever constitutes the completed articles, are wrapped and packed into the waiting lorries. If a job is late on its schedule and this is noticed ^{fairly} ~~fairly~~ early on, alternative plans can very often be made to speed it up. Other jobs can be held back, managers of departments to which it has still to come can

be forwarded or, at the very worst, the customer can be informed of the position and even a new date arranged. But if the delay takes place much later very little can be done at the last moment except to urge those through whose hands it still has to pass, to greater efforts. Pressure from the customer becomes stepped up as it passes through the progress department ⁽¹⁾ with the apparent result that the dispatch department works under constant managerial harassment.

GROUP J Analysis

Age distribution seems to follow the general pattern.

Race and sex show a low percentage of white men - 7% compared with 39% for the whole, and coloured women, 5% as against 19%, and a correspondingly high percentage of coloured men: 84% compared with 39% for the whole factory.

Marital status. Compared with the whole factory, the proportion between never married and married is much more equal. There are 47% never married people and 44% married compared with the factory as a whole having 54% and 33% respectively.

Grades are markedly different in these departments. Only 2% are grade I compared with 26%; there are no apprentices; few in grade II or III (9% compared with 44%) and there is more than four times the proportion of labourers, 84% compared with 16%.

Wages are also different. Those earning between W2.3 and W2.6 comprise only 5% compared with 30% in the whole factory. The bulk of group J wage earners are in the W1 - W2 category, 65% compared with 18%. (This is concomitant with the similar disproportion of labourers already discussed).

The length of service tables show the same general pattern as the whole, but with the difference lying in the first 10 years of service. Group J has many more, 74% as against 30% of people with under 5 years service. But the figures for those with under 10 years service are almost identical: 81% as against 83%.

Locality. Group J members seem to congregate mainly in Cape Town itself (area 1) and in the Elsies River - Vasco - Goodwood area (area 6); 52% of the workers live here compared to 23% in the whole. On the other hand only 2%, compared with 13%, live in the southern suburbs, area(9) and only 5%, compared with 12%, live in the Salt River - Woodstock - Observatory - Mowbray area (area 7)

In all the voluntary organizations group J are poor joiners: 9% compared with 22% are members of the recreation club; 2% compared with 32% pay chapel dues; 54% compared with 78% are members of the savings fund and 30% compared with 70% are members of the medical aid society.

Lost Time. More group J people, in proportion, are found in the higher lost time categories than is the case with the whole. 42% had up to 1 week per annum lost time(categories 0, 1, 2) compared with 55% of the whole. On the other hand 12% of group J had no lost time compared with 9% of the whole.

(1) Progress department: see glossary.

GROUP J (43 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| J | 21 | 23 | 12 | 5 | 7 | 16 | 5 | 5 | 0 | 2 | 0 | 5 | 0 | 101 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN | TOTAL |
|--------------|-----------|-------------|--------------|----------------|-------|
| J | 7 | 5 | 84 | 5 | 101 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| J | 47 | 44 | 2 | 0 | 7 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|--------------|---------------|----|-----|--------|----|----|-------|
| J | 2 | 0 | 0 | 7 | 2 | 84 | 0 | 5 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGES | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| J | 0 | 0 | 0 | 2 | 0 | 5 | 0 | 5 | 14 | 65 | 7 | 2 | 100 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| J | 74 | 7 | 7 | 2 | 2 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 98 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| J | 26 | 0 | 5 | 7 | 19 | 26 | 5 | 12 | 2 | 0 | 102 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| J | 9 | 91 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| J | 2 | 98 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| J | 54 | 47 | 0 | 101 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | TOTAL |
|-------------|----|----|-------|
| J | 30 | 70 | 100 |
| WHOLE | 70 | 30 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|----|----|----|----|----|---|---|----|----|-------|
| J | 12 | 21 | 9 | 30 | 12 | 5 | 2 | 2 | 7 | 100 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

GROUP K Maintenance department

The maintenance department is under the control of the chief engineer who is responsible for the installation and maintenance of machinery and equipment and for internal fixtures and fittings to buildings at Parow and Burg Street. As will be seen from fig. 2 the maintenance department can be sub-divided into engineers, carpenters, electricians, cleaners and labourers.

The engineers, and their apprentices, are members of the engineering union and not the typographical union. Their conditions of work are therefore governed by a different industrial agreement. For example they work a 42½ hour week instead of a 40 hour week and they receive a holiday bonus which the printers do not; journeymen receive comparable pay to typographical journeymen but apprentices receive much lower pay during the period of their indenture. Nevertheless the engineers do the work which in other factories may be done by typographical union members - in the trade of printers' engineering.

Although journeymen throughout the factory are responsible for the proper running of their equipment, whenever a mechanical repair or modification becomes necessary, it is handled by the engineers. This work may be done in the relevant department or, when a major operation is necessary, in the engineering work-shop. New equipment is installed by the engineers in its department with the cooperation of the printers concerned.

All this applies also to the carpenters and electricians although, owing to the nature of their work, they are likely to work in different parts of the factory. While an engineer is likely to spend more time in a machine hall carpenters are seldom seen there. On the otherhand an engineer is seldom seen in the office block while carpenters are frequently seen there. Owing to the nature of their work too, carpenters, and to some extent electricians, appear to work in less close collaboration with journeymen of the printing trades than engineers. For example, while an engineer would have to work in close collaboration with an operator while installing new machinery, a carpenter does not have to explain how to open a new door.

The bulk of the department, it will be seen, consists of labourers and it would be impossible to account for the immense variety of tasks they have to do. The industrial agreement recognizes two kinds: "factory" labourers who work with machines and other labourers who do not. They receive different rates of pay but it was not found possible, from the pay office cards, to distinguish between them accurately, so they are shown together in the tables.

GROUP K Analysis

Age distribution in this group is different from the whole in that only 44% compared with 58% are under 30 years of age. Thus there are more older men - fewer younger.

Race and sex. There is a greater percentage of men in this group than in the whole. The most marked differences are 58% for coloured men compared with 39% and only 3% coloured women compared with 19%.

GROUP K (89 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| K | 9 | 15 | 20 | 13 | 11 | 10 | 7 | 7 | 4 | 1 | 0 | 0 | 2 | 99 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| K | 40 | 0 | 56 | 3 | 99 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| K | 36 | 51 | 0 | 0 | 13 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|-----------|------------|----|-----|--------|----|----|-------|
| K | 31 | 1 | 6 | 0 | 0 | 61 | 0 | 1 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| K | 0 | 0 | 1 | 24 | 6 | 3 | 0 | 0 | 3 | 53 | 8 | 2 | 100 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| K | 75 | 22 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 99 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| K | 1 | 7 | 1 | 8 | 44 | 18 | 9 | 3 | 8 | 1 | 100 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| K | 6 | 94 | 0 | 100 |
| WHOLE | 21 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| K | 1 | 99 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| K | 62 | 38 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| K | 45 | 55 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL |
|-----------|---|----|----|----|---|---|---|----|----|-------|
| K | 4 | 31 | 18 | 22 | 7 | 1 | 2 | 2 | 11 | 98 |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 |

Marital status. There are more married people in this group, in proportion, than in the whole: 51% compared with 38%, and consequently a lower percentage of never marrieds: 36% compared with 54%. In this connection it should be noted that the percentage of people whose married status is not known is higher: 13% compared with 7%.

Grades. There is a complete absence of grades II and III. This is because these grades apply only to the Typographical Union and there are no members in this group. There is a higher percentage of journeymen (I have classified non-printing journeymen as grade I for comparison), 31% compared with 26%, and a lower percentage of apprentices (7% compared with 13%). Labourers constitute 61% compared to 16% in the whole.

Wage. 64% of group K earn less than W2.3 compared with 28% in the whole. There is also a marked difference in that there is a clear division between the higher paid and lower paid members: there are no people in this group earning between W2.3 and W3 which are the largest categories in the whole - 36%.

Service. Although group K has a higher proportion of older men than the whole, a higher percentage fall into the shorter service categories: 97% compared with 33% have less than 10 years service; 75% compared with 60% have less than 5 years service.

Locality. Only 1% - compared with 15% - live in Cape Town (area 1); 44% compared with 18% live in Belville, Parow and Tiervlei (area 5); only 3% compared with 10% live in the Cape Flats area (area 8).

Voluntary organizations. In all these schemes this group has a much lower percentage of contributors. Apart from chapel dues which are mostly not applicable (1) group K has 62% compared with 78% in the savings fund; 45% compared with 70% in the medical aid society, and 6% compared with 22% in the recreation club.

Lost Time. Although only 4%, compared with 9% had no lost time, the pattern for group K seems to compare favourably with that of the whole.

Thus 75% had less than 2 weeks p.a. (lost time categories 0, 1, 2, 3) compared with 73% for the whole, and the percentage for those not known and not applicable are almost identical.

GROUP L Process engraving

Process engraving is the process whereby blocks are made for the printing of photographs, drawings and pictures. There are two kinds of block-line blocks and half-tone blocks. The latter are used for when continuous tone reproduction is required - as in a photograph for example. A photograph would be processed as follows:

(1) chapel: see glossary

First the photographic print would be pinned up on a board and photographed on a slow acting film - exposure 3 or 4 minutes - under fiercely bright carbon lamps. The film size is about 30" x 40" and between film and positive is a finelined screen. A coarse screen, such as for newspaper work, would have 60 lines to the inch. The camera operator develops the negative which he hands to the printer-down who is also a journeyman. This man then prints down the negative onto a piece of zinc which he has previously coated with light sensitive fish glue.⁽¹⁾ This is then developed and stained resulting in a positive reproduction of the original photograph but with the image broken up into dots by the screen in the first camera. Lights and shades are represented by small and large dots respectively. From the printer-down the plate goes to the etcher whose job it is to etch the plate so that the dots stand up in relief. Finally the plate would be mounted on wood to bring it up to type high.

This very briefly is what happens to a 60 line screen block such as may be used for printing on newsprint. Colour work, on the other hand, is done on screens as fine as 120 lines to the inch. In colour work there is a separate block for each colour (usually 4) and the original picture is photographed through filters complementary to each colour;

GROUP L Analysis

Age. Categories fall sharply into two groups - those below 30 - 53%, and those above 35 - 48%.

Race and sex. There are no women at all in this department (compared to 22%) and there are 84% white men (compared to 39%), and 16% coloured men (compared to 39%).

Marital status. The percentage of married people is 34% (compared to 38%) but the percentage of never-married is also lower (44% compared to 54%) on account of the high percentage (22% compared to 7%) of those whose marital status is not known.

Grades. There is in this group an overwhelmingly high percentage of journeymen and prospective journeymen. They constitute 84% compared to 39% for the factory. Grade IIs are only 9% (compared to 40%), no grade IIIs compared to 4% and only 6% labourers compared to 16%.

Wage. distribution is characterized by a low percentage earning between W2 and W3, 19% compared to 43% which in the factory is the largest single category. 62% of the process-engravers earn more than W4 (compared to 27%) and only 32% earn less than W3 (compared to 64%)

Service category distribution seems to be more concentrated in this group than in the factory as a whole. Thus although only 44% have less than 5 years service (compared to 60%), no one in this group has over 25 years service (compared to 5%).

Locality. All the areas are represented in this group and higher proportions are shown in area 9 (Southern suburbs): 25% compared to 13; area 4 (Pearl, Stellenbosch etc.): 16% compared to 5%. Lower percentages appear

(1) Fish glue: see glossary

GROUP L (32 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-----------------|-----------|--------------|---------------|-----|--------------|--------|-----------------|-----|-----|-------|-------|-----|-------|-------|
| L | 22 | 22 | 9 | 0 | 16 | 16 | 13 | 3 | 0 | 0 | 0 | 0 | 0 | 101 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |
| RACE AND SEX | WHITE MEN | | WHITE WOMEN | | COLOURED MEN | | COLOURED WOMEN. | | | | | | TOTAL | |
| L | 84 | | 0 | | 16 | | 0 | | | | | | 100 | |
| WHOLE | 39 | | 3 | | 39 | | 19 | | | | | | 100 | |
| MARITAL STATUS | N | | M | | W | | D | | DK | | TOTAL | | | |
| L | 44 | | 34 | | 0 | | 0 | | 22 | | 100 | | | |
| WHOLE | 54 | | 38 | | 1 | | 1 | | 7 | | 101 | | | |
| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | | DK | NA | TOTAL | | | | |
| L | 59 | 6 | 19 | 9 | 0 | 6 | | 0 | 0 | 99 | | | | |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | | 0 | 1 | 100 | | | | |
| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL | |
| L | 6 | 0 | 22 | 25 | 9 | 6 | 0 | 13 | 6 | 13 | 0 | 0 | 100 | |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 | |
| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL | |
| L | 44 | 28 | 13 | 9 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 | |
| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL | | | |
| L | 6 | 6 | 3 | 16 | 19 | 6 | 9 | 9 | 25 | 0 | 99 | | | |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 | | | |
| RECREATION CLUB | Y | | | | N | | | | DK | | TOTAL | | | |
| L | 41 | | | | 53 | | | | 6 | | 100 | | | |
| WHOLE | 22 | | | | 77 | | | | 2 | | 101 | | | |
| CHAPEL DUES | Y | | | | N | | | | DK | | TOTAL | | | |
| L | 50 | | | | 44 | | | | 6 | | 100 | | | |
| WHOLE | 32 | | | | 67 | | | | 2 | | 101 | | | |
| SAVINGS FUND | Y | | | | N | | | | DK | | TOTAL | | | |
| L | 88 | | | | 6 | | | | 6 | | 100 | | | |
| WHOLE | 78 | | | | 20 | | | | 1 | | 99 | | | |
| MEDICAL AID | Y | | | | N | | | | DK | | TOTAL | | | |
| L | 94 | | | | 6 | | | | 0 | | 100 | | | |
| WHOLE | 70 | | | | 30 | | | | 0 | | 100 | | | |
| LOST TIME | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | TOTAL | | | | |
| L | 16 | 47 | 9 | 9 | 6 | 0 | 0 | 9 | 3 | 99 | | | | |
| WHOLE | 9 | 31 | 15 | 18 | 7 | 3 | 3 | 3 | 11 | 100 | | | | |

in area 1 (Cape Town central): 3% compared to 15% and area 3 (Wingfield, Windermore etc.): 3% compared to 6%.

Voluntary organization: In all these the process engrovers show a higher percentage of members than in the factory as a whole.

Thus:

| | | |
|------------------|---|---------------------|
| recreation club | : | 41% compared to 22% |
| chapel dues | : | 50% compared to 32% |
| savings fund | : | 38% compared to 78% |
| medical aid soc. | : | 94% compared to 70% |

Lost Time. A higher proportion of process engrovers are in the least time lost categories. Thus 16% (compared to 9%) had no lost time, and 47% compared to 31% had up to half a week p.a. (categories 0, 1)

LOST TIME CATEGORY 0 Analysis

These are those people who were not absent during the period December 31, 1955 to June 30, 1956. It is not implied that they never have lost time but it does seem likely that they are among those with the best attendance records.

Age distribution is markedly different among this category. While the percentages for the whole gradually become smaller, as the age increases, after the age of 30, the percentages for this category gradually increase up to the age of 45. We also notice that in age categories after 40 the percentage for the no lost time is approximately twice what it is for the whole factory. Finally it may be significant that only 9% of this category are in the age category 20 to 25 compared to 21% in the whole which is the largest age category for the whole.

Race and sex. Compared to the whole those who had no lost time can be found to a larger extent among the men and to a lesser extent among coloured women.

Marital status. The proportion of married people is much higher among the no lost time category, 57% compared with 36% for the whole. The percentage of unmarried people among those who had no lost time is proportionally lower, 33% compared with 54%.

Grades. Grade I journeymen and grade II employees constitute a higher percentage in the no lost time category than in the whole - 34% compared with 26% in grade I - 51% compared with 40% in grade II. Apprentices - 5% compared with 13% - and labourers - 9% compared to 16% - constitute lower proportions.

Wage distribution does not appear at present to be markedly different from that of the whole - both tables seem to show clustering at W2.3 to W2.6 of about 30%.

Service. The steeply declining series of percentages for the whole is in contrast to the less steeply declining percentages for the no lost time category. Thus there are 61% with less than ten years service in the no lost time category compared with 33% in the whole. For all the service grades above ten years the percentage in the no lost time category is about twice the comparable whole figure.

LOST TIME CATEGORY 0 (91 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK. | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| 0 | 10 | 9 | 10 | 11 | 12 | 12 | 10 | 14 | 7 | 4 | 1 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| 0 | 43 | 3 | 45 | 9 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| 0 | 38 | 57 | 0 | 0 | 4 | 99 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|--------------|---------------|----|-----|--------|----|----|-------|
| 0 | 34 | 1 | 4 | 51 | 1 | 9 | 0 | 0 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|----|----|----|---|----|----|----|----|---|----|-------|
| 0 | 0 | 0 | 12 | 12 | 12 | 4 | 16 | 32 | 3 | 8 | 0 | 0 | 99 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 0 | 42 | 19 | 9 | 9 | 7 | 4 | 5 | 4 | 1 | 0 | 0 | 0 | 100 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | DK | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| 0 | 15 | 7 | 9 | 1 | 18 | 10 | 12 | 14 | 13 | 1 | 100 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| 0 | 24 | 76 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 0 | 51 | 49 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| 0 | 81 | 19 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 0 | 76 | 24 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| DEPARTMENT | A | B | C | D | E | F | G | H | I | J | K | L | DK | TOTAL |
|------------|----|---|----|----|---|---|----|---|---|---|---|---|----|-------|
| 0 | 12 | 4 | 21 | 23 | 2 | 2 | 11 | 0 | 9 | 6 | 4 | 6 | 0 | 100 |
| WHOLE | 15 | 5 | 13 | 11 | 3 | 3 | 23 | 8 | 4 | 4 | 9 | 3 | 0 | 101 |

Locality. The distribution of this category into areas seems to follow that of the whole fairly closely except for area 3, (Milnerton, Thornton, Acres, Woltemade) 9% compared with 6% and area 8 (Pinelands) 14% compared with 10%.

Voluntary organization In all these voluntary organizations the proportion of members is slightly higher among the no lost time category than among the whole. Thus recreation club: 24% compared with 22%, chapel dues 51% compared with 32%, savings fund 81% compared with 78% and medical aid society 76% compared with 70%.

Departmental groups. Groups C (21% compared to 13%), D (23% compared to 11%), I (9% compared to 4%) and L (6% compared to 3%) are present in higher percentages than in the factory as a whole. Groups A (12% compared to 15%), G (11% compared to 23%), H (0% compared to 8%) and K (4% compared to 9%) are present in noticeably lower proportions than in the factory as a whole. The remainder are not sufficiently different in percentage to warrant comment at this stage.

LOST TIME CATEGORY I (up to half a week p.a.) Analysis

Age distribution in this category is almost identical with that of the factory as a whole.

Race and sex. The greatest difference from the factory percentages is that the coloured men constitute 32% compared with 39% in the factory as a whole. The other race/sex categories are all slightly bigger consequently.

Marital status. The proportions in this category are almost identical to those of the factory.

Grades. There are slightly higher proportions of grade I members (30% compared to 26%) and grade II members (42% compared to 40%), and slightly lower percentages of labourers (10% compared to 16%).

Wage. There is a slightly higher proportion of this lost time category in the higher wage categories and a slightly lower proportion in the lower wage categories. Thus 40% compared to 34% earn more than W3 and 13% compared to 21% earn less than W2.

Service. 56% (compared to 60%) have under 5 years service, and 31% (compared to 28%) have between 5 and 15 years service.

Locality. The area distribution of those who are absent for up to half a week p.a. is almost identical to that of the factory as a whole.

Voluntary organizations. In all of these, this lost time category has a higher percentage of members than the factory as a whole. Thus:

| | | |
|------------------|---|---------------------|
| recreation club | : | 27% compared to 22% |
| chapel dues | : | 36% compared to 32% |
| savings fund | : | 85% compared to 78% |
| medical aid sec. | : | 74% compared to 70% |

LOST TIME CATEGORY 1, (309 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 1 | 20 | 21 | 18 | 11 | 8 | 8 | 5 | 3 | 3 | 2 | 0 | 0 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| 1 | 41 | 5 | 32 | 22 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| 1 | 55 | 37 | 2 | 0 | 7 | 101 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADE | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|-------|----|-----------|------------|----|-----|--------|----|----|-------|
| 1 | 30 | 3 | 10 | 42 | 4 | 10 | 0 | 0 | 99 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 3 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| 1 | 0 | 1 | 5 | 17 | 8 | 9 | 6 | 31 | 9 | 12 | 1 | 0 | 99 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 1 | 56 | 24 | 7 | 4 | 3 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 99 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | DK | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| 1 | 16 | 6 | 6 | 4 | 16 | 14 | 13 | 12 | 13 | 1 | 101 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| 1 | 27 | 73 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 1 | 36 | 64 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| 1 | 85 | 15 | 0 | 100 |
| WHOLE | 78 | 10 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 1 | 74 | 26 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| DEPARTMENT | A | B | C | D | E | F | G | H | I | J | K | L | DK | TOTAL |
|------------|----|---|----|----|---|---|----|----|---|---|---|---|----|-------|
| 1 | 17 | 3 | 9 | 6 | 4 | 4 | 28 | 10 | 3 | 3 | 9 | 5 | 0 | 101 |
| WHOLE | 15 | 5 | 13 | 11 | 3 | 3 | 23 | 8 | 4 | 4 | 9 | 3 | 0 | 101 |

Departmental distribution. This lost time category is found in departments A (17% compared to 15%), E and F (4% compared to 3%), G (28% compared to 23%), H (10% compared to 8%) and L (5% compared to 3%) in higher proportions than the factory as a whole. It appears in the following departments in lower proportions than they constitute in the factory: B: 3% compared to 5%; C: 9% compared to 13%; D: 6% compared to 11%; I and J: 3% compared to 4%; and in department K in the same percentage: 9%

LOST TIME CATEGORY 2 (half to 1 week p.a.) Analysis

Age In the percentage of the factory as a whole the age group 20 to 25 years constitute a rounded dome. This becomes a sharper peak among those who had between half a week and one week's lost time p.a. Thus 16% are up to 20 years of age (compared to 19%), 28% are between 20 and 25 years old (compared to 21%), and 19% are between 25 and 30 years old (compared to 18%). Thus although there are less (13% compared to 19%) in the under 20 category, in this lost time group, there are also less in the over 30 categories (36% compared to 42%).

Race and sex. The proportion of white men is slightly lower (36% compared to 39%), and of coloured men is slightly higher (44% compared to 39%). Coloured women are present in identical proportions (19%).

Marital status. The proportion of never married people is higher (61% compared to 54%), and that of married people lower (32% compared to 38%).

Grades. Grade I is a smaller - 23% compared to 26% - percentage than the whole and labourers constitute a larger - 19% compared to 16% - proportions. The other grades are in almost the same percentages as in the whole factory.

Wage. The proportions seem very similar indeed and call for little comment at present.

Service. As with age grouping in this lost time category, the greatest deviation seems to occur at one end of the scale. 56% compared to 60% have under 5 years service, but 30% compared to 23% have between 5 and 10 years service. The remaining service categories percentages are almost identical with those of the factory.

Locality. Cape Town (area 1) - 21% compared to 15% and Parow (area 5) - 23% compared to 18% are more popular in comparison to the whole. Less popular areas are Camps Bay (area 2) - 5% compared to 7% - and Vasco (area 6) - 8% compared to 13%. The remaining areas have more or less the same percentages as the factory as a whole.

Voluntary organizations. In all these, this lost time category (between half and 1 week lost time p.a.) shows a higher percentage of members than the factory as a whole. Thus:

| | | |
|------------------|---|---------------------|
| recreation club | : | 25% compared to 22% |
| chapel dues | : | 64% compared to 32% |
| savings fund | : | 84% compared to 73% |
| medical aid soc: | | 73% compared to 70% |

LOST TIME CATEGORY 2 (148 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 2 | 16 | 28 | 19 | 8 | 8 | 5 | 4 | 8 | 1 | 1 | 0 | 1 | 0 | 99 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| 2 | 36 | 1 | 44 | 19 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| 2 | 61 | 32 | 1 | 1 | 5 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADES | L.Y. | | OTHER | | II | III | LABOUR | DK | NA | TOTAL |
|--------|------|------|-------|----|----|-----|--------|----|-----|-------|
| | I | APP. | APP. | | | | | | | |
| 2 | 23 | 3 | 10 | 40 | 5 | 19 | 0 | 0 | 100 | |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 | |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| 2 | 1 | 1 | 2 | 14 | 6 | 6 | 9 | 29 | 6 | 24 | 1 | 0 | 99 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 2 | 56 | 30 | 5 | 3 | 2 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 100 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | DK | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| 2 | 21 | 5 | 6 | 6 | 23 | 8 | 10 | 8 | 13 | 1 | 101 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| 2 | 25 | 75 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 2 | 34 | 66 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| 2 | 84 | 16 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 2 | 73 | 27 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| DEPARTMENT | A | B | C | D | E | F | G | H | I | J | K | L | DK | TOTAL |
|------------|----|---|----|----|---|---|----|---|---|---|----|---|----|-------|
| 2 | 16 | 2 | 14 | 10 | 2 | 3 | 25 | 8 | 4 | 3 | 11 | 2 | 0 | 100 |
| WHOLE | 15 | 5 | 13 | 11 | 3 | 3 | 23 | 8 | 4 | 4 | 9 | 3 | 0 | 101 |

Departmental distribution. Groups A (16% compared to 15%), C (14% compared to 13%), G (25% compared to 23%) and K (11% compared to 9%) are present in lost time category 2 in higher percentages than they constitute in the factory as a whole. Groups B (2% compared to 5%), E (2% compared to 3%), J (3% compared to 4%) and L (2% compared to 3%) are present in smaller percentages. The remaining groups are present in identical percentages.

LOST TIME CATEGORY 3 (1 to 2 weeks p.a.) Analysis

Age. The deviation from the factory norm lies in the first three categories.

Thus 16% (compared to 19%) are 20 years old and under; 23% compared to 21% are aged between 20 and 25; and 23% compared to 18% are aged between 25 and 30, 46% compared to 39% are between 20 and 30 years old, and 62% compared to 58%, are under 30 years. Thus although this category has a lower percentage, 16% compared to 19%, in the under 20 category, it also has a lower percentage, 38% compared to 42%, of those over 30 years.

Race and Sex, There are higher percentages of coloured men, 41% compared to 39%, and coloured women, 21% compared to 19%, and lower percentages of white men, 35% compared to 39%.

Marital status. There are 33% married people in this lost time category compared to 33%, and the difference is added to the never marrieds category (2%) and the widowed and divorced category (1% each).

Grades I, II and III are present in percentages identical to those of the factory - 26%, 40% and 4% respectively. Apprentices constitute 10% compared to 13% and labourers 19% compared to 16%. In other words, with grades I, II and III constant, this category is made up of less (10% compared to 13%) apprentices and more (19% compared to 16%) labourers.

Wage. The general pattern of distribution is found in this lost time category, but there is a slightly higher percentage in the categories earning between W2 and W5: 59% compared to 57%, and consequently slightly less at the upper end of the scale. Thus 18% compared to 20% earn more than W5.

Service. Lost time category 3 follows the pattern of the whole factory closely. Thus 91% compared to 88% have up to 15 years service.

Locality. The percentages in the various areas compare almost exactly with the area distribution of the whole factory. Two localities differ somewhat: Area 2 (Camps Bay, Vredehoek etc.) houses 10% compared to 7%, and area 5 (Belville, Parow) houses 15% compared to 18%

Voluntary organizations. In all these funds lost time category 3 has a higher percentage of members than the factory as a whole, except in chapel dues. Thus percentages of the members are:

| | | |
|------------------|---|---------------------|
| recreation club | : | 25% compared to 22% |
| chapel dues | : | 30% compared to 32% |
| savings fund | : | 83% compared to 78% |
| medical aid soc. | : | 72% compared to 70% |

LOST TIME CATEGORY 3 (179 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| LT3 | 16 | 23 | 23 | 6 | 9 | 6 | 6 | 4 | 3 | 2 | 1 | 1 | 0 | 100 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| LT3 | 35 | 3 | 41 | 21 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| LT3 | 56 | 33 | 2 | 2 | 7 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADES | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|--------|----|-----------|------------|----|-----|--------|----|----|-------|
| LT3 | 26 | 3 | 7 | 40 | 4 | 19 | 0 | 0 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| LT3 | 0 | 0 | 4 | 14 | 8 | 8 | 3 | 33 | 7 | 21 | 1 | 0 | 99 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| LT3 | 55 | 30 | 6 | 4 | 2 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 102 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | DK | TOTAL |
|----------|----|----|---|---|----|----|----|----|----|----|-------|
| LT3 | 15 | 10 | 6 | 6 | 15 | 13 | 11 | 10 | 14 | 2 | 102 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| LT3 | 25 | 75 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| LT3 | 30 | 70 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| LT3 | 83 | 17 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| LT3 | 72 | 28 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| DEPARTMENT | A | B | C | D | E | F | G | H | I | J | K | L | DK | TOTAL |
|------------|----|---|----|----|---|---|----|----|---|---|----|---|----|-------|
| LT3 | 17 | 7 | 10 | 9 | 1 | 3 | 21 | 11 | 1 | 7 | 11 | 2 | 0 | 100 |
| WHOLE | 15 | 5 | 13 | 11 | 3 | 3 | 23 | 8 | 4 | 4 | 9 | 3 | 0 | 101 |

Departments. Group F constitutes the same percentage of lost time category 3 as it does of the whole factory - 3%. Five departments constitute higher percentages of this category than they do of the factory as a whole:

| | | |
|---------|---|---------------------|
| Group A | : | 17% compared to 15% |
| Group B | : | 7% compared to 5% |
| Group H | : | 11% compared to 8% |
| Group J | : | 7% compared to 4% |
| Group K | : | 11% compared to 9% |

Six departments constitute lower percentages of this category than they do of the whole:

| | | |
|---------|---|---------------------|
| Group C | : | 10% compared to 13% |
| Group D | : | 9% compared to 11% |
| Group E | : | 1% compared to 3% |
| Group G | : | 21% compared to 23% |
| Group I | : | 1% compared to 4% |
| Group L | : | 2% compared to 3% |

LOST TIME CATEGORY 4 (2 to 3 weeks p.a.) Analysis

Age The most noticeable feature of age distribution seems to be the comparative clustering in the categories between 20 and 35 years old and the consequently lower percentages outside these categories. Thus the under twenties constitute only 10% compared to 19% in the factory; those between 20 and 35, 37% compared to 49%; and those over 35, 24% compared to 32%.

Race and Sex. White men are in a lower proportion than in the factory as a whole: 25% compared to 39% and white women are in the same proportion: 3%. Coloured men (44% compared to 39%) and coloured women (29% compared to 19%) are in higher proportions.

Marital status. The percentages for married and never married people are almost exactly the same as for the factory. Thus married people constitute 38% in each case.

Grades. There is a very much larger percentage of grade II in this category, constituting 56% compared to 40%, and a slightly higher percentage of labourers: 18% compared to 16%. The other grades are present in percentages smaller than for the whole factory. Thus 14% compared to 26% are grade I; and 9%, compared to 13%, are apprentices.

Wage. More than half - 51% - of this category earn between W2.3 and W2.6 compared to the factory figure of 30%. Taking the wage distribution as a whole there is a lower percentage: 19% compared to 23% earning less than W2 but a higher percentage earning less than W3 - 74% compared to 64%.

Service. No one in this category has more than 20 years service (8% of the factory have). There is a lower percentage of those with under 5 years service - 56% compared to 60% - and a lower percentage of those with more than 10 years service: 12% compared to 17%. There is a higher

LOST TIME CATEGORY 4 (73 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| LT4 | 10 | 25 | 21 | 21 | 8 | 7 | 4 | 4 | 1 | 0 | 0 | 0 | 0 | 101 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| LT4 | 25 | 3 | 44 | 29 | 101 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| LT4 | 53 | 38 | 1 | 0 | 7 | 99 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADES | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|--------|----|-----------|------------|----|-----|--------|----|----|-------|
| LT4 | 14 | 4 | 5 | 56 | 3 | 18 | 0 | 0 | 100 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|----|----|----|----|----|---|----|-------|
| LT4 | 0 | 1 | 1 | 10 | 3 | 11 | 1 | 51 | 3 | 19 | 0 | 0 | 100 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| LT4 | 56 | 32 | 7 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | DK | TOTAL |
|----------|----|---|---|---|----|----|----|----|----|----|-------|
| LT4 | 18 | 8 | 7 | 5 | 16 | 15 | 14 | 5 | 11 | 0 | 99 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| LT4 | 19 | 81 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| LT4 | 26 | 74 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| LT4 | 86 | 14 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| LT4 | 73 | 27 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| DEPARTMENTS | A | B | C | D | E | F | G | H | I | J | K | L | DK | TOTAL |
|-------------|----|---|----|----|---|---|----|---|---|---|---|---|----|-------|
| LT4 | 3 | 1 | 14 | 12 | 3 | 5 | 36 | 7 | 1 | 7 | 8 | 3 | 0 | 100 |
| WHOLE | 15 | 5 | 13 | 11 | 3 | 3 | 23 | 8 | 4 | 4 | 9 | 3 | 0 | 101 |

percentage of those with between 5 and 10 years service: 32% compared to 23%.

Locality. The general pattern is very similar to the pattern of the whole, the chief differences being area 1 (18% compared to 15%), area 6 (15% compared to 13%) and area 7 (14% compared to 12%) having higher percentages of residents than the whole factory. Lower percentages are found in area 5 (16% compared to 18%), 8 (5% compared to 13%) and 9 (11% compared to 13%).

Voluntary organizations. The recreation club (19% compared to 22%) and chapel (26% compared to 32%) have lower percentages of members in this category than the whole. But membership of the savings fund (86% compared to 78%) and medical aid society (73% compared to 70%) are in higher proportions.

Department. Five departments have a higher percentage of this lost time category than the factory as a whole. They are C: 14% compared to 13%; D: 12% compared to 11%; F: 5% compared to 3%; G: 36% compared to 23%; and J: 7% compared to 4%. Seven departments have lower percentages than the factory as a whole: A: 3% compared to 15%; B: 1% compared to 5%; H: 7% compared to 8%; I: 1% compared to 4%; and K: 8% compared to 9%. Departments E and L have the same percentages as the factory: 3% each.

LOST TIME CATEGORY 5 (3 to 4 weeks p.a.) Analysis

Although there are only 16% compared to 19% in this category who are under 20 years of age, taken as a whole there are higher percentages of younger people than in the factory as a whole. Thus 63% compared to 58% are under 30, and 79% compared with 68% are under 35.

Race and sex. Both coloured and white women are present in the same percentages (19% and 3% respectively). White men constitute a smaller proportion than in the factory as a whole: 31% compared to 39%, and coloured men are a larger percentage (47%) than in the factory as a whole (39%).

Marital status. There is a slightly higher percentage of those who have never been married: 56% compared to 54%, and a lower percentage of married people: 34% compared to 33% in this category.

Grades. Journeymen constitute only 13% of this category compared to 26% in the factory as a whole; apprentices are 12% compared to 13%, while grades II (47% compared to 40%), III (6% compared to 4%) and labourers (19% compared to 16%) are in higher proportions than in the factory as a whole.

Wages. There is a much higher percentage of those earning between W2.6 and W4: 53% compared to 43%. The other categories for both lower and higher wages are lower in percentage than in the factory as a whole.

Distribution, therefore, seems to cluster in the centre of the scale.

Service. 78% compared to 60%, have under 5 years service. The remaining 22% are found in the 5 to 10 year service category, 16% and in the 20 to 25 and 25 to 30 year service categories, 3% (1 individual) each.

Locslity. All the areas are represented in this lost time category, and considering that its actual size is small (38), the percentages seem roughly similar to those of the factory.

Voluntary organizations. In two of these, the recreation club and the savings fund, the percentage of members is the same in this lost time category as it is in the factory. But lower percentage memberships are shown for the chapel fund: 19% compared to 32%; and the medical aid society: 66% compared to 70%.

Departments. Five departments are present in percentages higher than they constitute in the factory as a whole. A; 22% compared to 15%; B; 16% compared to 5%; D: 13% compared to 11%; G: 28% compared to 23%; J: 6% compared to 4%. One department, F, croppers and platers, constitutes the same percentage as it does in the factory: 3%, and four departments, E, H, I and L are not present at all. Together they constitute 13% of the factory. Two departments are present in lower percentages than they are in the factory: C, 6% compared with 13%, and K, 3% compared with 9%.

LOST TIME CATEGORY 6 (more than 4 weeks p.a.) Analysis

Age. 3% compared with 19% are 20 years old or less, and only 50%, compared with 53%, are under the age of 30. In spite of the small size of the actual numbers it seems clear that, compared with the factory as a whole, this lost time category has higher proportions of older people than the factory as a whole.

Race and sex. Compared to the factory as a whole, white men 27%, compared to 39% and coloured women 15%, compared to 19% are in lower percentages. White women are in a higher percentage, 8% compared to 3%, and coloured men constitute 50% compared to 39%.

Marital status. There is a very much greater percentage of people whose marital status is not known (DKs) in this category: 19% compared to 7%. Consequently I am dubious of attaching much weight at this stage to the comparative percentages which in any case are identical for the nevermarried category.

Grades. Grade I and apprentices are in lower proportions than in the whole factory. Together they comprise 24% compared to 39%. Grade IIIs are not represented but grade II (56% compared to 40%) and labourers (23. compared to 16%) both constitute higher percentages than they do in the whole.

Wage. Considering the small number in this lost time category the percentage distribution seems remarkably similar to that of the whole.

Nevertheless it is clear that there is a higher proportion of lower paid workers in comparison to the whole. Thus 31% earn W3 or less compared with 64% in the whole.

LOST TIME CATEGORY 6 (26 persons)

| AGE | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 6 | 8 | 23 | 19 | 12 | 12 | 8 | 4 | 8 | 4 | 0 | 0 | 4 | 0 | 102 |
| WHOLE | 19 | 21 | 18 | 10 | 9 | 7 | 5 | 6 | 3 | 2 | 0 | 0 | 0 | 100 |

| RACE AND SEX | WHITE MEN | WHITE WOMEN | COLOURED MEN | COLOURED WOMEN. | TOTAL |
|--------------|-----------|-------------|--------------|-----------------|-------|
| 6 | 27 | 8 | 50 | 15 | 100 |
| WHOLE | 39 | 3 | 39 | 19 | 100 |

| MARITAL STATUS | N | M | W | D | DK | TOTAL |
|----------------|----|----|---|---|----|-------|
| 6 | 54 | 27 | 0 | 0 | 19 | 100 |
| WHOLE | 54 | 38 | 1 | 1 | 7 | 101 |

| GRADES | I | L.Y. APP. | OTHER APP. | II | III | LABOUR | DK | NA | TOTAL |
|--------|----|-----------|------------|----|-----|--------|----|----|-------|
| 6 | 12 | 0 | 12 | 50 | 0 | 23 | 0 | 4 | 101 |
| WHOLE | 26 | 2 | 11 | 40 | 4 | 16 | 0 | 1 | 100 |

| WAGE | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | TOTAL |
|-------|---|---|---|----|---|---|----|----|----|----|---|----|-------|
| 6 | 0 | 0 | 4 | 4 | 4 | 8 | 4 | 35 | 15 | 27 | 0 | 0 | 101 |
| WHOLE | 2 | 0 | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

| SERVICE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | TOTAL |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 6 | 73 | 23 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| WHOLE | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 100 |

| LOCALITY | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | DK | TOTAL |
|----------|----|----|---|---|----|----|----|----|----|----|-------|
| 6 | 12 | 12 | 0 | 4 | 8 | 27 | 15 | 12 | 8 | 4 | 102 |
| WHOLE | 15 | 7 | 6 | 5 | 18 | 13 | 12 | 10 | 13 | 1 | 100 |

| RECREATION CLUB | Y | N | DK | TOTAL |
|-----------------|----|----|----|-------|
| 6 | 23 | 77 | 0 | 100 |
| WHOLE | 22 | 77 | 2 | 101 |

| CHAPEL DUES | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 6 | 15 | 85 | 0 | 100 |
| WHOLE | 32 | 67 | 2 | 101 |

| SAVINGS FUND | Y | N | DK | TOTAL |
|--------------|----|----|----|-------|
| 6 | 96 | 4 | 0 | 100 |
| WHOLE | 78 | 20 | 1 | 99 |

| MEDICAL AID | Y | N | DK | TOTAL |
|-------------|----|----|----|-------|
| 6 | 77 | 23 | 0 | 100 |
| WHOLE | 70 | 30 | 0 | 100 |

| DEPARTMENT | A | B | C | D | E | F | G | H | I | J | K | L | DK | TOTAL |
|------------|----|---|----|----|---|---|----|----|---|---|---|---|----|-------|
| 6 | 23 | 8 | 4 | 8 | 4 | 8 | 15 | 12 | 8 | 4 | 8 | 0 | 0 | 102 |
| WHOLE | 15 | 5 | 13 | 11 | 3 | 3 | 23 | 8 | 4 | 4 | 9 | 3 | 0 | 101 |

Service. All except one person (who constitutes 4%) have less than 10 years service. The greatest difference from the factory as a whole is in the up to 5 years category where the respective percentages are 73% and 60%.

Locality. Although there are only 23 people in this category, all except area 3 are represented (6% in the factory); but area 2 (Camps bay etc.): 12% compared to 7% and area 6 (Vasco etc.): 27% compared to 13% seem to be disproportionately highly represented. Similarly three areas have much lower proportions than in the factory as a whole. They are area 3 (Milnerton etc.) 0% compared to 6% and area 5 (Bellville, Parow) 3% compared to 13% and area(9) (Southern suburbs), 8% compared to 13%.

Voluntary organizations. The recreation club has approximately the same percentage of members among this category, as it has in the factory as a whole. The savings fund (96% compared to 78%) and the medical aid society (77% compared to 70%) have higher percentages of members, while the chapel fund has a lower percentage: 15% compared to 32%.

Departmental distribution covers all the groups except L. The distribution is very wide and the individual percentage very small therefore. Nevertheless it seems pertinent to draw attention to the percentages in group A: 23% compared to 15% and in group G: 15% compared to 23%.

CHAPTER V - THE THIRD ABSTRACTION

Classification of 6 departmental groups into "good", "bad" and average timekeepers - reasons for not classifying remaining 6 - formulation of tentative hypotheses from classifiable series of the departmental second abstraction.

* * * * *

TENTATIVE HYPOTHESIS FROM THE DEPARTMENTAL SERIES OF
PERCENTAGE TABLES

It seems that the various departmental groups could be divided firstly into those which show higher percentages in the lesser periods of absenteeism (the better time keepers) that the whole factory; secondly those whose members fall into lower percentages than the factory, and thirdly into those departments whose lost time distribution seems to fall into the same pattern as that of the whole factory. In fact it would be tempting to draw up a table of departments in order of total number of men weeks lost per annum and then try to correlate the other information to the resulting continuum. But the number of departments which can unhesitatingly be classified into the three categories suggested is low - six out of twelve in fact.⁽¹⁾ What seems to happen is that in some aspects the remaining six departmental groups appear to be better time keepers than the whole factory and in others they appear to be worse. I do not think that because in one department, say, 60 men weeks were lost by 12 men (5 man weeks each) that this is necessarily comparable with 60 man weeks being lost by 30 men (2 man weeks each). In fact such a purely quantitative approach would be misleading.

Classification of Departments.

I have classified the twelve departments as follows:

- (a) those which show higher percentages in the shorter periods of absenteeism (i.e. the better time keepers). These departments are A (the composing group) I (the readers) and L (the process engravers).
- (b) those which show lower percentages in the shorter periods of absenteeism. Two departments fall into this category: B (stereo, photolitho and artists); and J (warehouse and dispatch).
- (c) those which show a similar lost time distribution to the whole factory.

Only one department falls into this category F, croppers and platens. The remaining departments were excluded for the reasons shown below:

Department C. Although 38% compared with the factory figure of 40% had less than half a week per annum lost time, the 15% of those who had no lost time seemed too different from the comparative factory percentage of 9% to warrant its inclusion in the third category above.

Department D. Similar reasons apply here as for department C.

Department E. The difficulty here is that although the percentage with less than one weeks lost time is the same as that of the factory (55%), the figure in lost time category 1 (up to half a week) 38%, lost time category 2 (half to one week) 10%, and lost time category 3 (1 to 2 weeks) 7%, seem too different from the factory percentages of 31%, 15% and 18% respectively to justify its inclusion in category (c) above.

Department G has only 4%, compared to 9% for the factory in the no lost time category which would seem to exclude it from being classified in (a) above. Yet the percentage with up to one week lost time, 59%, would, out of context, seem to suggest such classification. On the other hand the percentage with less than 2 weeks lost time (categories 0, 1, 2, 3), 75%

(1) See fig. 56

is almost identical to the factory figure of 75%.

Department H. Similar difficulties arise here as appear with department G.

There are no members in the no lost time category, yet the up to half a week figure, 39% compares closely to that of the factory: 40%. But the large difference in lost time category 0 (0% compared to 9%) and in lost time category 3 (24% compared to 18%) rule out its classification as being similar to the factory in lost time distribution.

Department K was excluded from classification in the category (c) above on account of its low percentage, 4% compared to 9%, in the category of those having lost no time.

It could be argued at this stage that some of these exclusions are unnecessary; that the reasons for exclusion are in some cases trivial, and therefore my conclusions will be biased. To this I would reply that the exclusions are temporary; that although interim conclusions will be worked out in terms of the six departments readily classified (A, I, L, B, J and F), an attempt will be made to relate these conclusions to the excluded departmental groups at a later stage.

I propose therefore, to deal firstly with the six departments which do fall approximately into the three categories mentioned and to draw some interim conclusions.

Let us now consider each of the categorical factors in turn noting what features are shared by groups A, I, L (see fig. 23).

Age. Both departments A and L have a higher proportion of people 25 years old or less: 50% (A) 44% (L) 40% (factory). Group I however has only 6%. On the other hand groups I and L have higher percentages at the older end of the scale. Of those between 35 and 45, I has 30%, L 32% and the factory 16%. L's appearance in both these high percentages is explained by its low middle range: 9% are between 25 and 35 years old compared to 28% in the factory as a whole, 16% in group I and 22% in group A.

Race and sex. All three departmental groups have higher percentages of white men in them than the factory: A 76%, I 72%, L 84%, whole 39%. None of these three have any coloured women at all.

Marital status. Both A and I show higher percentages for married women, but there is no reliable evidence for group L. The marital status of 22% of this group is unknown. But if this 22% were divided in the existing proportion of married and unmarried it seems that the resulting total for married people would be approximately 44%.

Grades. All three departmental groups show a higher percentage of grade I and apprentices than the factory (A 77%, I 72%, L 84%, whole 39%) and all show a correspondingly low percentage of the other grades.

Wage. All three of departmental groups A, I and L show higher percentages than the factory in the higher ranges of the wage scale. Thus those earning more than W4 are in A; 51%, I 53% and L 62% (factory 27%).

DEPARTMENTAL SUMMARY COMPARISON TABLES (The third
abstraction)

| | | A | I | L | Whole |
|----------------------------|---------------------------------------|----|----|---------|-------|
| AGE | % age under under 25 | 50 | 6 | 44 | 40 |
| | % age over 35 | 28 | 78 | 48 | 32 |
| RACE/SEX | white men | 76 | 72 | 84 | 39 |
| | coloured men | 23 | 0 | 16 | 39 |
| | coloured women | 0 | 0 | 0 | 19 |
| MARITAL STATUS | % age married | 41 | 56 | 34 | 38 |
| GRADES | % age grade I or apprentices | 77 | 72 | 84 | 39 |
| WAGE | earning more than W4 | 51 | 53 | 62 | 27 |
| SERVICE | with less than 10 years service | 78 | 78 | 72 | 83 |
| LOCALITY | area 1 (Cape Town) | 8 | 8 | 6 | 15 |
| | area 5 (Bellville Parow) | 26 | 28 | 19 | 18 |
| | area 7 (Salt River etc.) | 11 | 8 | 9 | 12 |
| VOLUNTARY ORGANIZATIONS | rec. club | 34 | 14 | 41 | 22 |
| | chapel | 51 | 44 | 50 | 32 |
| | sev. fund | 92 | 75 | 88 | 78 |
| | med. aid | 89 | 64 | 94 | 70 |
| LOST TIME | with less than 1 week p.a. | 57 | 61 | 72 Y | 55 |

Service. All three of these departmental groups show percentages slightly lower than the factory as a whole in the shorter service categories. Thus those with 10 years service or less constitute in A 78%, I 78%, L 72%, whole 83%.

Locality. Three areas seem at this stage to appear significant: area 1 (Cape Town central), area 5 (Bellville, Parow, Tiervlei) and area 7 (Woodstock, Salt River, Observatory, Mowbray). In areas 1 and 7 these three departments have consistently lower percentages than the whole. In area 5 they have consistently higher percentages. Thus:

| | <u>Area 1</u> | <u>Area 5</u> | <u>Area 7</u> |
|-------|---------------|---------------|---------------|
| A | 8% | 26% | 11% |
| I | 8% | 28% | 8% |
| L | 6% | 19% | 9% |
| Whole | 15% | 18% | 12% |

Voluntary Organizations. In both department groups A and L there are higher percentages of members in all the voluntary organizations. In department I, however, there is a higher percentage of members, only in the paying of chapel dues. Thus:

| | <u>Rec. Club</u> | <u>Chapel</u> | <u>Savings fund</u> | <u>Med. Aid</u> |
|-------|------------------|---------------|---------------------|-----------------|
| A | 34% | 51% | 92% | 89% |
| I | 14% | 44% | 75% | 64% |
| L | 41% | 50% | 88% | 94% |
| Whole | 22% | 32% | 78% | 70% |

(The non-conforming percentages are ringed).

II

Similarly, let us discuss these departments which have lower percentages in the shorter lost time categories. Only 2 departmental groups can be safely included in this category: B (stereo, photolitho, artists) and J (warehouse and dispatch), and on comparing their common features it appears (a) that few characteristics are shared: age, marital status and voluntary organization membership and (b) of these three shared characteristics two are also shared with those departments discussed above as falling clearly into that category of departments which unmistakably can be said to show higher percentages in the least ⁽¹⁾ time lost categories. Thus the age distribution of departments A, L, B and J are similar, using, as we did with the A, I, L category, the under 25's as a criterion, as are their proportions of married people.

(1) The lower end of the scale is chosen as an index for comparison because it contains higher percentages than the other end. Comparisons would seem to be more sensitive and accurate, therefore.

The feature common and distinguishing feature at this stage is the proportion of membership of the voluntary organizations. But even this is not absolutely correct. Thus while both A and L have higher percentages of members than the factory, with I this is the case only with chapel dues. Conversely while both groups B and J have lower proportions of members in the voluntary organizations, chapel dues are again an exception in that Group B has a higher percentage of members than the factory: 44% compared to 32%.

III

At this point it is appropriate to recapitulate our observations. Firstly we observed from the original tables in the appendix that a correlation existed between length of service and lost time, and to a lesser extent between lost time and marital status and between lost time and membership of the voluntary organizations (see figs. 50, 47, 41, 42, 43 and 44). Secondly we examined each of the individual departments' summary percentage tables (tables of the second abstraction) and observed that categorical variance or conformity there was, and what patterns of absenteeism were associated with patterns in other categories. Thirdly we roughly divided the departments into those showing higher absentee percentages than the factory and those which showed lower percentages. Three departments were classified into the first category (A, I, L) and two into the second (B, J), and we found that they shared a large number of features. Distinguishing characteristics were few and indecisive. This is illustrated in figs. 23 and 24.

Group F seems to have a closer resemblance in lost time distribution than any other department group, but its distribution into other categories is quite different. Thus its age distribution, for example, resembles neither the A, I, L category nor the B, J category. 18%, compared to 40% in the factory, are 25 years old or less. It has this, however, in common with group I: both have high percentages of men over 50 years, F has 29%, I has 40%, the factory 11%. In race and sex group F is similar in pattern to group J in having a high percentage of coloured men (F 88%, J 84%, whole 39%) and a low percentage of white men (F 6%, J 7%, whole 39%), but not with B with which we have classified J. In marital status group F has a higher percentage of married people (59%) than any of the groups we have so far classified. Its grade distribution is dissimilar to any of these groups and in wages with its high percentage of workers earning between W2 and W3 (56%) group F is also dissimilar. With regard to service, group F aligns itself clearly with the A, I, L category with 75% (compared to 83%) having less than 10 years service.

DEPARTMENTAL SUMMARY COMPARISON TABLES (The third abstraction)

| | | B | J | WHOLE |
|-------------------------|---------------------------------|----|----|-------|
| AGE | % age under 25 | 49 | 44 | 40 |
| | % age over 35 | 24 | 40 | 32 |
| RACE/SEX | wh. men | 80 | 7 | 39 |
| | col. men | 11 | 84 | 39 |
| | col. women | 9 | 5 | 19 |
| MARITAL STATUS | % age married | 40 | 44 | 38 |
| GRADES | % age grade I or apprentices | 80 | 2 | 39 |
| WAGE | earning more than W 4 | 49 | 2 | 27 |
| SERVICE | with less than 10 years service | 87 | 81 | 83 |
| LOCALITY | area 1 (Cape Town) | 4 | 26 | 15 |
| | area 5 (Bellville Parow) | 22 | 19 | 18 |
| | area 7 (Salt River etc.) | 9 | 5 | 12 |
| VOLUNTARY ORGANIZATIONS | rec. club | 18 | 9 | 22 |
| | chapel | 44 | 2 | 32 |
| | sov. fund | 67 | 54 | 78 |
| | med. aid | 64 | 30 | 70 |
| LOST TIME | with less than 1 week p.a. | 36 | 42 | 55 |

The locality distribution of group F seems to bear no similarity to any of the groups so far discussed in detail. Regarding membership in the voluntary organizations, group F is similar to the B, J category in having a lower than average membership in the recreation club: 16% (whole 22%) and similar to the A, I, L category in having a higher percentage (78%) of membership in the medical aid society (whole 70%).

Group F, therefore, has features of both the A, I, L category and the B, J category and, as if in forming a balance of the tendencies represented in each of them its lost time distribution corresponds closely to that of the whole factory.

It would seem, therefore, that the tentative conclusions so far reached, should be tested by considering the same set of facts from different angle and by considering the various categorical concomitants in terms of the lost time categories.

IV

For the record, a third abstraction table of the excluded departmental groups is shown (fig. 26) although, as was explained at the beginning of the chapter we are not using this material at present.

DEPARTMENTAL SUMMARY COMPARISON TABLE (The third abstraction)

| | | F | Whole |
|----------------------------|---------------------------------------|----|-------|
| AGE | % age 25 under | 18 | 40 |
| | % age over 35 | 47 | 32 |
| RACE/SEX | wh. men | 6 | 39 |
| | col. men | 88 | 39 |
| | col. women | 6 | 19 |
| MARITAL STATUS | % age married | 59 | 38 |
| GRADES | % age grade I or apprentices | 13 | 39 |
| WAGE | earning more than W 4 | 12 | 27 |
| SERVICE | with less than 10 years service | 75 | 83 |
| LOCALITY | area 1 (Cape Town) | 25 | 15 |
| | area 5 (Bellville Parow) | 13 | 18 |
| | area 7 (Salt River etc.) | 19 | 12 |
| VOLUNTARY ORGANIZATIONS | rec. club | 16 | 22 |
| | chapel | 31 | 32 |
| | sev. fund | 78 | 78 |
| | med. aid | 78 | 70 |
| LOST TIME | with less than 1 week p.a. | 53 | 55 |

fig. 25

DEPARTMENTAL SUMMARY COMPARISON TABLES (The third abstraction)

| | | C | D | E | G | H | K | WHOLE |
|-------------------------|---------------------------------|----|----|----|----|----|----|-------|
| AGE | % age under 25 | 42 | 36 | 42 | 43 | 38 | 24 | 40 |
| | % age over 35 | 26 | 30 | 33 | 22 | 29 | 40 | 32 |
| RACE/SEX | wh. men | 40 | 41 | 55 | 15 | 5 | 40 | 39 |
| | col. men | 55 | 50 | 41 | 27 | 33 | 56 | 39 |
| | col. women | 5 | 9 | 3 | 58 | 52 | 3 | 19 |
| MARITAL STATUS | % married | 38 | 40 | 52 | 23 | 28 | 51 | 38 |
| GRADES | grade I or apprentices | 43 | 36 | 55 | 15 | 9 | 38 | 39 |
| WAGE | earning more than W 4 | 28 | 20 | 37 | 11 | 9 | 31 | 27 |
| SERVICE | with less than 10 years service | 90 | 74 | 69 | 86 | 76 | 97 | 83 |
| LOCALITY | area 1 | 12 | 15 | 35 | 25 | 23 | 1 | 15 |
| | area 5 | 20 | 8 | 10 | 9 | 6 | 44 | 13 |
| | area 7 | 7 | 16 | 3 | 14 | 18 | 9 | 12 |
| VOLUNTARY ORGANIZATIONS | rec. club | 18 | 27 | 28 | 20 | 25 | 6 | 22 |
| | chapel | 45 | 42 | 52 | 18 | 21 | 1 | 32 |
| | sev. fund | 76 | 81 | 79 | 78 | 90 | 62 | 78 |
| | med. aid | 37 | 79 | 86 | 64 | 81 | 45 | 70 |
| LOST TIME | with less than 1 week p.o. | 55 | 51 | 55 | 59 | 53 | 53 | 55 |

fig. 26

CHAPTER VI - THE THIRD ABSTRACTION (CONTINUED)

Tentative hypothesis from the lost time series of the second abstraction.

* * * * *

TENTATIVE HYPOTHESES FROM THE LOST TIME CATEGORY TABLES.

In studying the available facts from the group point of view we found that within the framework of the general hypotheses there were many exceptions. Different lost time concomitants appeared to cancel each other out in a number of cases.

Applying the same technique we used in the departmental groups it seems that the table of the third abstraction (fig. 27) shows up concomitance when applied to the lost time category tables as follows:-

Age. There appears to be an inversely proportional relationship between the extent of time lost and percentage of older workers in the category. Thus the percentage of members over 35 years declines progressively from 60% in category 0 to 21% in category 5. Two categories appear to be "out of line" however. They are category 3 (1-2 weeks p.a. lost time) and category 6 (more than 4 weeks p.a. lost time). On the other hand it should be noted that there does not appear to be a direct proportional relationship between the percentage of people under 25 years which was the basis of comparison in the departmental series, apart from the fact that category 0 (no lost time) has a low percentage (19%) of people under 25.

Race and sex. There seems to be a definite inversely proportional relationship between the percentage of white men and the extent of time lost, ranging between 43% in category 0 to 25% in category 4. Categories 5 and 6, however, fall "out of line". No pattern seems to be discernible regarding the proportions of coloured women.

Marital status. The proportions of married people in relation to lost time, are not clear. Of the seven categories, four show a progression, 57% in category 0 to 27% in category 6. But three are clearly "out of line": categories 3, 4 and 5.

Grades. An inversely proportional relationship seems to exist between the percentage of grade I or apprentices and extent of lost time, ranging from 39% in category 0 to 24% in category 6. Two categories, however, fall "out of line": category 1, 43% and category 5, 28%.

Wage. There seems to be a definite inverse proportion between the percentage earning more than W4 and amount of lost time. Ranging from 36% in category 0 to 12% in category 6 with a factory percentage of 7%, only category 3 (26%) is "out of line".

Service. There appears to be a directly proportional relationship between the percentage of people with under ten years service and lost time. Ranging from 61% in category 0 to 96% in category 6, only category 3 falls "out of line" with 85%. The total factory average is 83%.

Locality. None of the three areas, used in the departmental summary comparison tables, show any pattern on the lost time series.

SUMMARY COMPARISON TABLES OF LOST TIME CATEGORIES
 (The third abstraction)

| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | WHOLE |
|-------------------------|----------------------------|----|----|----|----|----|----|----|-------|
| AGE | under 25 | 19 | 41 | 44 | 39 | 35 | 41 | 31 | 40 |
| | over 35 | 60 | 29 | 28 | 32 | 24 | 21 | 40 | 32 |
| RACE/SEX | white men | 43 | 41 | 36 | 35 | 25 | 31 | 27 | 39 |
| | col. men | 45 | 32 | 44 | 41 | 44 | 47 | 50 | 39 |
| | col. women | 9 | 22 | 19 | 21 | 29 | 19 | 15 | 19 |
| MARITAL STATUS | percentage married | 57 | 37 | 32 | 33 | 38 | 34 | 27 | 38 |
| GRADES | percentage grade I or app. | 39 | 43 | 36 | 36 | 23 | 28 | 24 | 39 |
| WAGE | earning more than W 4 | 36 | 31 | 24 | 26 | 15 | 15 | 12 | 27 |
| SERVICE | with less than 10 yrs. | 61 | 80 | 86 | 85 | 88 | 94 | 96 | 83 |
| LOCALITY | area 1 (Cape Town) | 15 | 16 | 21 | 15 | 13 | 9 | 12 | 15 |
| | area 5 (Bellville Parow) | 18 | 16 | 23 | 15 | 16 | 19 | 8 | 13 |
| | area 7 (Salt River) | 12 | 13 | 10 | 11 | 14 | 9 | 15 | 12 |
| VOLUNTARY ORGANIZATIONS | rec. club | 24 | 27 | 25 | 25 | 19 | 22 | 23 | 22 |
| | chapel | 51 | 36 | 34 | 30 | 26 | 19 | 15 | 32 |
| | sev. fund | 81 | 85 | 84 | 83 | 86 | 78 | 96 | 78 |
| | med. aid | 76 | 74 | 73 | 72 | 73 | 66 | 77 | 70 |

Voluntary Organizations. There appears to be a definite relationship between payment of chapel dues and lost time ranging from 51% in category 0 to 15% in category 6 with no category falling "out of line". To a much lesser extent recreation club membership may be associated. Ranging from 27% in category 1 to 22% in category 5, categories 0 (24%) and 4 (19%) and 6 (23%) fall "out of line". Medical aid society membership also appears to be present in smaller percentages in the higher lost time categories. Ranging from 76% in category 0 to 66% in category 5, the factory average being 70%, categories 4 (73%) and 6 (77%) fall "out of line".

CHAPTER VII - THE FOURTH ABSTRACTION

A synthesis of the two series of hypotheses formulated at the level of the third abstraction.

* * * * *

THE FOURTH ABSTRACTION

Tentative generalizations have now been made in respect of the available information from firstly the departmental series of tables and secondly from the lost time category series, and the next step is to synthesize these ideas. In order to do this I have drawn up a table of the fourth abstraction. The departments are listed across the top of the page and the features of the other categories which we regarded as significant in the preceding chapter down the left hand side. Each department is marked in respect of each significant feature either H, N or L.

H is shown if the department in question has that feature of the characteristic in question which, in terms of the interim conclusions, would tend towards better time keeping, i.e. less lost time.

L is shown if the department in question has that feature of the characteristic which, in terms of the interim conclusions, would tend towards more lost time.

N is shown if the significant feature of the characteristic in question would tend towards neither increasing nor decreasing the incidence of time lost.

In order to evaluate the significance of this table the departments have been arranged in the order in which they were discussed previously (see chapter V) and it can be seen immediately that of the six easily classifiable departments from which the first tentative abstractions were drawn, the A I L departments have only 2 L's among them (average 2/3 rds) while the average for the B J departments is 5; for department F: 4 L's. Again the average H distribution per department is: A I L: 7.66 F: 4, B J: 3. It would seem to suggest, therefore, that the generalizations framed in terms of the lost time category tables at the level of the third abstraction are approximately correct.

TABLE OF THE FOURTH ABSTRACTION.

| Critical Factors | "Better" time keepers | | | "Worse" time keepers | | Average time keepers | Unclassified | | | | | |
|---|-----------------------|----|----|----------------------|----|----------------------|--------------|----|----|----|----|----|
| | A | I | L | B | J | F | C | D | E | G | H | K |
| AGE % over 35 | N | H | H | L | H | H | N | H | N | L | N | H |
| RACE AND SEX % white men | H | H | H | H | L | L | N | N | H | L | L | N |
| MARITAL STATUS % married | H | H | N | N | H | H | N | N | H | L | L | H |
| GRADES Grade 1 or app. | H | H | H | H | L | L | H | L | H | L | L | N |
| WAGE % earning more than W4 | H | H | H | H | L | L | N | N | H | L | L | H |
| SERVICE % with less than 10 yrs. service | H | H | H | L | N | H | L | H | H | N | H | L |
| CHAPEL % members | H | H | H | H | L | N | H | H | H | L | L | L |
| REC. CLUB % members | H | L | H | L | L | L | L | H | H | N | N | L |
| MED. AID % members | H | L | H | L | L | H | L | H | H | L | H | L |
| LOST TIME % less than 1 week p.a. | 57 | 61 | 72 | 36 | 42 | 53 | 55 | 51 | 55 | 59 | 53 | 53 |

WHOLE FACTORY 55

H (high) = Tending toward good time keeping
L (low) = Tending toward poor time keeping
N (neutral) = Not significant

fig. 28

CHAPTER VIII - ACCIDENTS

An analysis of the accidents occurring during 1957 - their relationship to the fourth abstraction.

* * * * *

ACCIDENTS

If, as is suggested by Hill and Trist⁽¹⁾ accidents are a feature of conscious or unconscious withdrawal from the work situation, it would seem pertinent to examine the pattern of accident incidence of the Cape Times in the light of the foregoing tentative generalizations. I have obtained the figures for the tables⁽²⁾ from the monthly accident reports which are prepared by the firm. It will be seen that 123 accidents took place in the year 1957⁽³⁾ and that 13 of them occurred away from the Parow factory and are therefore outside the range of this study. These 13 are simply left out in the table showing departmental incidence but for the other tables the incidence percentage is reduced by $\frac{110}{123}$ to make the figures comparable.

Departmental incidence

If we arrange the six departments originally used to provide interim generalizations in the same order as for the fourth abstraction⁽⁴⁾ this is the result:

| | |
|-------------------------------|-------|
| A Composing group | 7.3% |
| I Readers | 0.0% |
| L Process engravers | 0.0% |
| <hr/> | |
| F Platen & croppers | 3.1% |
| <hr/> | |
| B Artists, photolitho, stereo | 15.6% |
| J Warehouse and dispatch | 16.3% |

It seems that the A I L set have appreciably less accidents than the B J set and that the total number of employees in F is not large enough for suitable comparison. We also note that maintenance (K) has a very high percentage of accidents, 39.3%, but that its lost time incidence is not very different from that of the factory (see fig. 14).

(1) Hill and Trist, p. 359

(2) See figs. 29 and 30

(3) 1957 was chosen because it is the first complete year for which figures were available and therefore the nearest in time to the other data in this study.

(4) See chapter VII

ACCIDENTS OCCURRING IN THE YEAR 1957

| DEPARTMENT | | No. of accidents | No. in category | Percentage (decimal) |
|---|-------------------------------------|------------------|-----------------|---|
| A | Composing group | 11 | 151 | 7.3% |
| B | Artists, photolitho, stereo | 7 | 45 | 15.6% |
| C | Letterpress m/c room | 14 | 126 | 11.1% |
| D | Litho m/c room | 12 | 105 | 11.4% |
| E | Gravure (m/c room, cameras, layout) | 4 | 29 | 13.8% |
| F | Platens & croppers | 1 | 32 | 3.1% |
| G | Binders | 17 | 227 | 7.5% |
| H | Boxmaking | 2 | 79 | 2.5% |
| I | Readers | 0 | 36 | 0% |
| J | Warehouse and dispatch | 7 | 43 | 16.3% |
| K | Maintenance | 35 | 89 | 39.3% |
| L | Process engravers | 0 | 32 | 0% |
| TOTAL | | 110 | 994 | |
| Not applicable (Burg St. office, etc.) | | +13 | +DK3 | |
| | | 123 | 997 | |
| Factory percentage: $\frac{110 \times 100}{997} = 11\%$ | | | | |
| RACE | | No. of accidents | No. in category | Percentage reduced $\times \frac{110}{123}$ |
| Whites | | 46 | 422 | 9.8% |
| Coloured | | 77 | 575 | 12.0% |
| | | 123 | 997 | 11.0% |

ACCIDENTS (CONT.)

| <u>SEX</u> | | No. of accidents | No. in category | Percentage reduced $\times \frac{110}{123}$ |
|-----------------------|--|------------------|-----------------|--|
| Men | | 112 | 780 | 12.8% |
| Women | | 11 | 217 | 4.5% |
| | | 123 | 997 | 11% |
| <u>MARITAL STATUS</u> | | | | |
| Married | | 59 | 376 | 14.0% |
| "Single" | | 64 | 555 | 10.3% |
| | | 123 | 931 + 66 DK | |
| | | | 997 | |
| <u>GRADE</u> | | | | |
| I | | 30 | 264 | 10.2% |
| Apprentices | | 13 | 131 | 11.0% |
| II | | 38 | 403 | 8.4% |
| III | | 0 | 35 | 0% |
| Labourers | | 39 | 159 | 22.0% |
| | | 123 | 992 + 5 NA | |
| | | | 997 | 11% |

In relating accidents to departmental grouping it should be noted that on account of the varying kinds of work different individuals are exposed to varying amounts of physical risk. Notwithstanding the social implications, a proof reader for example (department I) cannot be said to expose himself to the same dangers as a fitter and turner or even a carpenter's labourer in his daily routine.

Incidence according to race and sex

It does not seem specially significant that in a factory average incidence of 11% white should show 9.8% and coloured 12%. Neither does it seem significant that men should show an incidence of 12.8% compared to women 4.5%. Men are certainly much more exposed to physical danger than women.

Incidence according to marital status

If married people are less likely to lose time as frequently as unmarried people (see chapter VI) it would be expected that they would show a lower accident percentage. But this does not appear to be the case: married 14%, "single"⁽¹⁾ 10.3%.

Incidence according to grades

It would seem that the significant feature of this table is the high incidence among labourers - double the factory percentage. But if we use the same criterion for comparison as in figs. 23 to 27 - the percentage of grade I or apprentices, then the results may be expressed as follows:

| | No. of accidents | No. in category | Percentage x $\frac{100}{123}$ |
|------------------------|------------------|-----------------|-----------------------------------|
| grade I or apprentices | 46 | 395 | 10.4 |
| remainder | 77 | 597 | |
| | | 992 | 11.5 |
| | | + 5 NA | |
| Whole | 123 | 997 | 11 |

(1) In the accident statistics prepared by the firm no distinction is made between never married, widowed or divorced, people. They are all classified as "single".

These figures do not appear significant at all and, if there is a correlation between accident incidence and absenteeism, would indicate that the percentage of grade I and apprentices hitherto used as a criterion is unsatisfactory. It would suggest, in fact, the significant criterion is the percentage of labourers in a department. Therefore the percentage of labourers should be directly proportional to the extent of lost time. Then

| Lost time categories | 0 | 1 | 2 | 3 | 4 | 5 | 6 | whole |
|----------------------|---|----|----|----|----|----|----|-------|
| percentage labourers | 9 | 10 | 19 | 19 | 18 | 19 | 23 | 16 |

This seems to show greater correlation than the indirectly proportional percentage correlation shown in figure 27.

CHAPTER IX - THE FIFTH ABSTRACTION

Modification of the fourth abstraction resulting from accident analysis - classification of departments excluded at the third abstraction - summary of final hypotheses.

* * * * *

THE FIFTH ABSTRACTION

The application of the critical factors used in the table of the fourth abstraction to the pattern of accident statistics led us to the conclusion that the most important feature of grade distribution and the extent of lost time was the direct relationship between percentage of labourers and extent of lost time and not the indirect relationship between the percentage of journeymen and apprentices and extent of lost time. Therefore the fourth abstraction table must be revised to account for this change. Further it seems that the departmental groups C D E G H and K which were excluded from the original classification of departments into better, worse, or average time keepers for the purpose of arriving at tentative conclusions should now be included in a summary table showing the interrelationship of the various critical factors so far, and also included in this table a summary of the accident analysis. This will be called the fifth abstraction table (fig. 31) which yields the following:

| | | <u>No.</u> | <u>Average per Dept.</u> |
|----------------------|--------------|------------|--------------------------|
| better time keepers | H | 28 | 7 |
| | L | 8 | 2 |
| | (4 depts.) N | <u>4</u> | <u>1</u> |
| | | 40 | 10 |
| <hr/> | | | |
| worse time keepers | H | 6 | 3 |
| | L | 12 | 6 |
| | (2 depts.) N | <u>2</u> | <u>1</u> |
| | | 20 | 10 |
| <hr/> | | | |
| average time keepers | H | 28 | 4.7 |
| | L | 16 | 2.7 |
| | (6 depts.) N | <u>16</u> | <u>2.7</u> |
| | | 60 | 10.1 |

This again supports the tentative conclusions framed in terms of the third abstraction tables for the lost time category series. Restated briefly these are:

- 1) Age: An inversely proportional relationship between extent of time lost and percentage of older workers.
- 2) Race and sex: An inversely proportional relationship between percentage of white men and extent of lost time.
- 3) Marital status: A slight inversely proportional relationship between percentage of married people and extent of time lost.
- 4) Grades: A directly proportional relationship between percentage of labourers and extent of time lost.
- 5) Wage: An inversely proportional relationship between the percentage earning more than W4 and extent of lost time.

TABLE OF FIFTH ABSTRACTION

| Critical Factors | Better time keepers | | | | Worse time keepers | | Average time keepers | | | | | |
|---|---------------------|--------|--------|-------------|--------------------|---------|----------------------|-------------|---------|---------|--------|---------|
| | Original members | | | New members | Original Members | | Org. memb. | New members | | | | |
| | A | I | L | G | B | J | F | C | D | E | H | K |
| AGE % over 35 | N | H | H | L | L | H | H | N | H | N | N | H |
| RACE & SEX % whites | H | H | H | L | H | L | L | N | N | H | L | N |
| MARITAL STATUS | H | H | N | L | N | H | H | N | N | H | L | H |
| GRADES % labrs. | H | H | H | H | H | L | N | H | H | H | H | L |
| WAGE % earning more than W4 | H | H | H | L | H | L | L | N | N | H | L | H |
| SERVICE % with less than 10 yrs. service | H | H | H | N | L | N | H | L | H | H | H | L |
| CHAPEL % members | H | H | H | L | H | L | N | H | H | H | L | L |
| REC. CLUB % members | H | L | H | N | L | L | L | L | H | H | N | L |
| MED. AID % members | H | L | H | L | L | L | H | L | H | H | H | L |
| ACCIDENT % | 7 H | 0 H | 0 H | 8 H | 16 L | 16 L | 3 H | 11 N | 11 N | 14 N | 3 H | 39 L |
| LOST TIME % less than 1 week p.o. | 57 | 61 | 72 | 59 | 36 | 42 | 53 | 55 | 51 | 55 | 53 | 53 |

H (high) = Tending toward good time keeping

L (low) = Tending toward poor time keeping

N (neutral) = Not significant

NB The percentages given for accidents are taken from fig. 29 but are shown here to the nearest whole number.

- 6) Service: A directly proportional relationship between percentage of people with less than ten years service and extent of time lost.
- 7) Chapel dues payment: An inversely proportional relationship between percentage of paying members and extent of lost time.
- 8) Savings Scheme: A slightly inversely proportional relationship between percentage of members and extent of time lost.
- 9) Medical aid society: A slight inversely proportional relationship between percentage of members and extent of lost time.
- 10) Accidents: A directly proportional relationship between extent of lost time and frequency of accidents.

And if we accept the hypothesis that absenteeism is an index of morale then the generalizations could be framed positively in terms of morale instead of negatively in terms of lost time.

But it is clear that these generalizations are only valid in isolation. Each particular departmental group comprises individuals whose personal characteristics are a combination of tendencies both towards strength of morale and towards weakness of morale. Thus not one of the critical factors deduced is, in itself, a conclusive touchstone.

The argument presented is in the orthodox manner of scientific thought. An hypothesis is formulated in one situation and tested out in another. As a result it is modified and tested again.⁽¹⁾

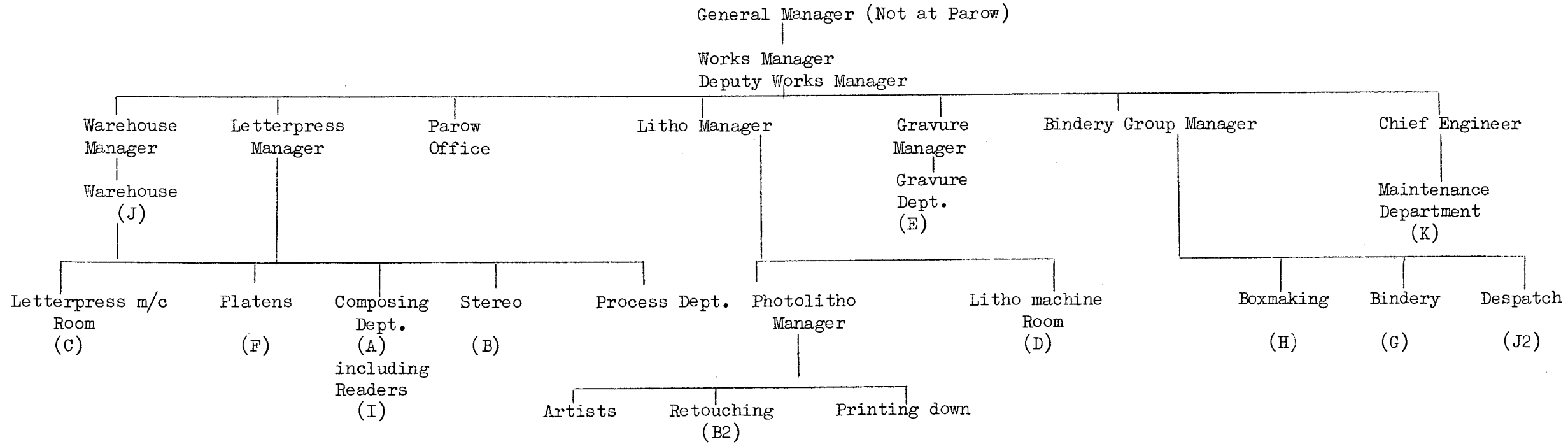
But the process is not confined to a single hypothesis; it concerns several. At each point of assessment an attempt is made to dovetail the various theories presented. But complete reconciliation is not possible owing to the limitations of the basic material. Thus the significant⁽²⁾ criteria regarding grade was changed from journeymen and apprentices to labourers in formulating the fifth abstraction and this change apparently exploded the cohesiveness of the fifth abstraction. If the percentage of labourers is more critical than the percentage of journeymen and apprentices, it could be argued, then the percentage of lower wage earners must be more critical than higher wage earners. And if this is so then the percentage of coloured men must be more significant than the proportion of white men.

The reply to such an argument is that the critical factors used in the fifth abstraction are merely tools of thought and as such a tool the percentage of coloured men was found to be inadequate at the level of the third abstraction (see fig. 27).

(1) cf. G and M Wilson: The Analysis of Social Change p. 64-5.

(2) significant can be used in at least two ways: statistically and sociologically. Here we are referring to statistical significance.

ORGANIZATIONAL STRUCTURE OF THE CAPE TIMES AS AT MID 1956



CHAPTER X - THEORY

A discussion on the interrelationship of the final hypotheses.

* * * * *

X INTER-RELATIONSHIP OF THE VARIOUS CRITICAL FACTORS.

f If the general theory that absenteeism is a withdrawal, conscious or unconscious, from the work situation is valid, then firstly, the older and longer service employees are in a sense already adapted to their social environment, and departments with a high percentage of such workers could expect low absenteeism figures.

2 Secondly, if the state of being married indicates a state of completed adjustment on the one hand and responsibility on the other hand, this would account for the correlation between being married and lower lost time. But this interpretation does not take into account the supposed relationship between accidents and absenteeism since married people had a higher accident incidence than unmarried (fig. 30).

f It would be more accurate to relate marital status to length of service and age. Thus as any given cohort of employees becomes older in the company's service an increasingly higher percentage assumes the married state. Both marital status and absenteeism are directly related to length of service and this would account for the apparent relationship between the two.

f Thirdly, it seems that those who have the better paid positions show a tendency toward better time keeping. Associated with this is grade on the one hand and race and sex on the other. Tables showing the correlation between wage and sex and race have not been made but it is safe to assume that the higher paid people are mostly white men. There must also be a correlation between wage and grade since the industrial agreement specifies higher minima for grade I (journeymen) than for grades II and III. Apprentices start at a rate approximately equivalent to the better paid labourers, and rise steadily to the journeyman's rate.

f Fourthly, the association of accident occurrence with lost time indicates a relationship between the two. Not only do accidents cause lost time directly, both may be aspects of the same phenomenon - a withdrawal from the work situation. Thus the high rate among labourers need not necessarily indicate that labourers are particularly exposed to hazardous conditions.

Considered from a more sociological point of view we can summarize the position as bearing out Homans⁽¹⁾ hypothesis that status is directly correlated with adherence to group norms. The higher a person's status (manifested in age, race, sex, grade, wage and length of service) the more closely he follows the norm of the group, the more closely in fact he is identified and identifies himself with the group. And here we can consider the joining of voluntary organizations as identification with the group.

(1) G.C. Homans: The human group, p.141.

The lower a person's status on the other hand, the less closely he is identified with and identifies himself with the group. This lack of identification is concomitant with higher absenteeism rates, higher accident figures and, almost by definition, less likelihood of joining voluntary organizations.

The findings of this thesis, then, might be summarized as stating an inverse relationship between height of status and absenteeism. But this is true only up to a point. I suggest that what is significant is the inverse relationship between morale and lost time. And morale I would define as the degree of unanimity of values shared by members of a group. If there is an inverse relationship between morale and lost time then the concomitance of high absenteeism with low status is of secondary importance. What is of primary importance is the association of low morale with low status. If morale is unanimity of values, then in order to develop an attitude or value towards work, place of work or the work organization it is necessary to be furnished with full information on those subjects. Lack of information cannot lead to positive shared values and could give rise to antagonistic values or low morale. What appears to be the position here is that low morale, as manifested in high absenteeism, high accident rates and low percentages joining voluntary organizations is associated with a low amount of group knowledge and the availability of group knowledge to an individual depends upon his status.

The final summary might then be formulated as follows:-

- a) there is an inverse relationship between morale and the availability of group knowledge.
- b) availability of group knowledge is directly related to height of status.
- c) absenteeism is a characteristic of low morale.

CHAPTER XI - COMPANY POLICY

Notes on those aspects of management having a bearing on
the hypotheses formulated.

* * * * *

A NOTE ON COMPANY POLICY

If morale is defined as the degree of unanimity of values of a group, and if low morale manifests itself in high rates of lost time and high accident rates, then it could be expected that management would pursue policies calculated to maintain high morale. Let us now discuss management policy at the Cape Times in relation to the conclusions of this thesis.

Age and service. We can only surmise at this stage whether the association of good time keeping with higher age categories is due to the obvious association of age with length of service or whether it is due to a mutual agreeability between the older employees and the kind of work they do. Assuming the latter the Cape Times, as far as I know, has no special desire to attract older workers. If, on the other hand the significant factor is length of service quite apart from age, then company policy is clearly one tending to promote high morale. This is done by the savings fund whereby the member has deducted from his pay about 30 shillings a month if his basic monthly pay is approximately £40 a month or more. If he earns less than £40 a month the contribution is correspondingly smaller. The contributions accrue interest at 4% p.a. and in addition the management adds a shilling in the pound for every year of completed service up to a maximum of 20 shillings in the pound. Thus a member of 20 years standing or more would, if he left, receive 4% compound interest on his money and in addition an equivalent amount to his total contributions. Employees once they join the scheme are not allowed to withdraw from it, unless they leave, although money may be advanced to them to help them to buy houses.

Another scheme is the endowment trust whereby, to every employee of two years standing or more, certificates are issued annually with a face value of approximately one third of a months salary. The face value of these certificates is paid out at death or at the rate of a shilling in the pound for every completed year of holding the certificate on leaving the firms employ. Membership of this endowment trust is obligatory and free.

The aim of these two schemes, quite clearly, is to encourage long service.

Marital status; There is no financial encouragement to marry and as far as I know married people are not favoured in any other way. It should be noted here that the evidence for correlating being married to high morale is slender. Although there is some negative correlation between absenteeism and being married, we found married people showed a higher accident incidence than unmarried: 14% compared to 10%

Voluntary organizations. Great effort is made to persuade new apprentices and new office staff in particular to join the recreation club, medical aid society and the savings scheme. This is done at induction courses in which an effort is made to make the newcomer feel an important part in the vast organization which constitutes the Cape Times. This is standard personnel management text book procedure. The newcomer is told what the firm expects from him and what he can expect from the firm.

The tables for showing correlation between grades and membership of the voluntary organizations were not worked out but it can safely be assumed that membership percentage increases with level of grade. For instance:

| <u>Department</u> | <u>% Grade I</u> | <u>% Labourers</u> | <u>% members of savings fund</u> |
|-------------------|------------------|--------------------|----------------------------------|
| L | 59 | 6 | 88 |
| C | 26 | 13 | 76 |
| J | 2 | 84 | 54 |

If this supposition is correct then it shows that the higher grade employees are more integrated toward unanimity of values than the lower grades. If an effort were made to integrate the lower grades one could expect an increase in morale and a corresponding lowering of absenteeism and accident rates.

Accidents. The Cape Times management are accident conscious and in an endeavour to make the employees similarly aware an industrial safety committee was started late in 1954. The committee is responsible for inaugurating safety campaigns through lectures, competitions and films on the one hand and on the other hand it is responsible for making recommendations to management for the removal of hazards, creating of safer working conditions in specific and general instances. Under the chairmanship of the chief engineer, each department is represented and each representative is himself chairman of a safety sub-committee in his own department.

The House magazine. Every month every employee of the Cape Times receives a free copy of the Talk of the Times which comprises reports of arrivals, departures, engagements, marriages, births and so forth of various individuals throughout the firm and also articles on specific projects which have occurred or are about to occur. For example the activities of the industrial safety committee, chapels, recreation club, and medical aid society are fully reported. A specimen copy is attached.

FACTORS RETARDING THE FLOW OF INFORMATION.

It is implied in chapter X that, in order to promote high morale, management should ensure that as much information passes up and down the line of supervision as possible. By its nature however there are certain difficulties in this industry.

Owing to the complexity of the various printing processes, fourteen different trades each requiring a minimum of 4 years apprenticeship, a vast amount of complex knowledge is stored in the minds of each journeyman. Many trades are hundreds of years old and therefore each journeyman has generations of occupational antecedents behind him which give him the kind of exclusive pride found among descendants of long lineages.

This pride is bound up with the awareness that his knowledge is exclusive,⁽¹⁾ A journeyman tends to consider that if those over him are not also of his trade they are in some way inferior

(1) See appendix IV.

to him or at least are not sufficiently aware of his problems. As even the departmental managers are usually journeymen in one trade there are many men under them who know more than the managers about some technical matters.

This all adds up to a situation which inhibits the free flow of ideas up and down the line of supervision.

CHAPTER XII - INDUSTRIAL SOCIOLOGY

A discussion on existing theory relating to absenteeism and their relationship to the ideas put forward in this study - concluding remarks.

* * * * *

X THE RELATIONSHIP OF HYPOTHESES TO EXISTING INDUSTRIAL THEORY.

We have considered our generalization in relation to one another, we have considered their relevance to company policy; it now remains to consider the validity to current theory in industrial sociology.

Mayo⁽¹⁾ and Homans⁽²⁾ suggest that absenteeism and accident rates are indicative of maladjustment, to the work situation. They stress the importance what is called a non-logical code; that, however good supervision may be it will fail if some mechanism is not installed to demonstrate the significance of the individuals job in relation to the factory as a whole. (This appears to be the foundation of subsequent personnel management literature). Brown⁽³⁾ goes further and quotes Hewit as saying that 95% of industrial dermatitis cases have a psychosomatic origin and he links this with industrial maladjustment. Hill and Trist⁽⁴⁾ experimentally demonstrate the statistical correlation between accidents and their absences with length of service, **suggesting** that longer service workers have adjusted themselves to their work situation and that those who have not done so, have left. The Cape Times study appears to support out this hypothesis. The relationship between length of service and absenteeism has been shown and the tendency for better time keepers to show higher percentage of membership in the voluntary organizations suggests a certain amount of adjustment to, and agreement with, the work situation. The problem now is to fit the conclusions of this study into a general theoretical framework. Mayo for examples does not distil his postulations far enough to produce crisp general laws with which our conclusions could be compared. Homans, on whom we have leaned heavily in formulating our own ideas, has not specifically related his conclusions to absenteeism.

How far can we suggest scientific laws to explain the phenomena described? All laws, says Professor Schaffer, are "working hypotheses which we use with more or less confidence according to the range and variety of the data on which they are based, or by which they have been corroborated"⁽⁵⁾. Schaffer suggests that hypotheses fall roughly into three types:

-
- (1) Elton Mayo: The social problems of an industrial civilization. Ch. V
 - (2) G.C. Homans: The human group
 - (3) J.A.C. Brown: The social psychology of industry, p.263
 - (4) Hill and Trist: Industrial accidents as a means of withdrawal from the work situation.
 - (5) W. Schaffer: Natural law in the physical sciences, p.44

- (a) generalizations of classification (our hypotheses of the third abstraction would thus be classified, See chapters V and VI).
- (b) substantiated working hypotheses deduced from a combination of various factors. These are generally of a complex nature. (Our generalizations of the fifth abstraction would fall into this category).
- (c) fundamental laws which are essentially simple. The generalizations formulated at the end of chapter X are an attempt to approach this kind of simple, fundamental law. They are:
 - (i) there is an inverse relationship between morale and the availability of group knowledge.
 - (ii) availability of group knowledge is directly related to height of status, all other factors being equal.

The qualifying clause at the end of (ii) is to cope with a situation in which a particular section of the whole receives special instruction and may possess a greater amount of group knowledge than sections higher in status. In terms of (i) therefore, such a section could have a higher morale than would otherwise be expected.

CHAPTER XIII - RECAPITULATION

A summary of the reasoning.

* * * * *

A SUMMARY OF THE REASONING

This study is based on an assessment of 25 correlation tables which each show the distribution of the nine hundred and ninety-seven workers according to two criteria.

From these were prepared corresponding percentage tables (tables of the first abstraction). Further tables were prepared to show at one time the information relevant (a) to the respective department groups and (b) to the lost time categories (tables of the second abstraction). From these again summaries were prepared comparing what was regarded as the significant aspect of each table (tables of the third abstraction) and from these, two sets of tentative conclusions were derived. Then the results of these tentative conclusions were summarized in a table of the fourth abstraction.

At this point the accident figures were discussed according to the criteria of the fourth abstraction. There appeared to be correlation between the categories with high absenteeism figures and high accident percentage. Synthesizing the accident analysis with the fourth abstraction suggested a modification of the criteria used for grades. A table of the fifth abstraction was accordingly prepared, incorporating the modification, incorporating the accident percentages and incorporating the six departments excluded from discussion at the level of the third abstraction.

The hypotheses of the fifth abstraction were then discussed in terms (a) of company policy and (b) existing theory in industrial sociology.

A diagram of this summary is shown overleaf.

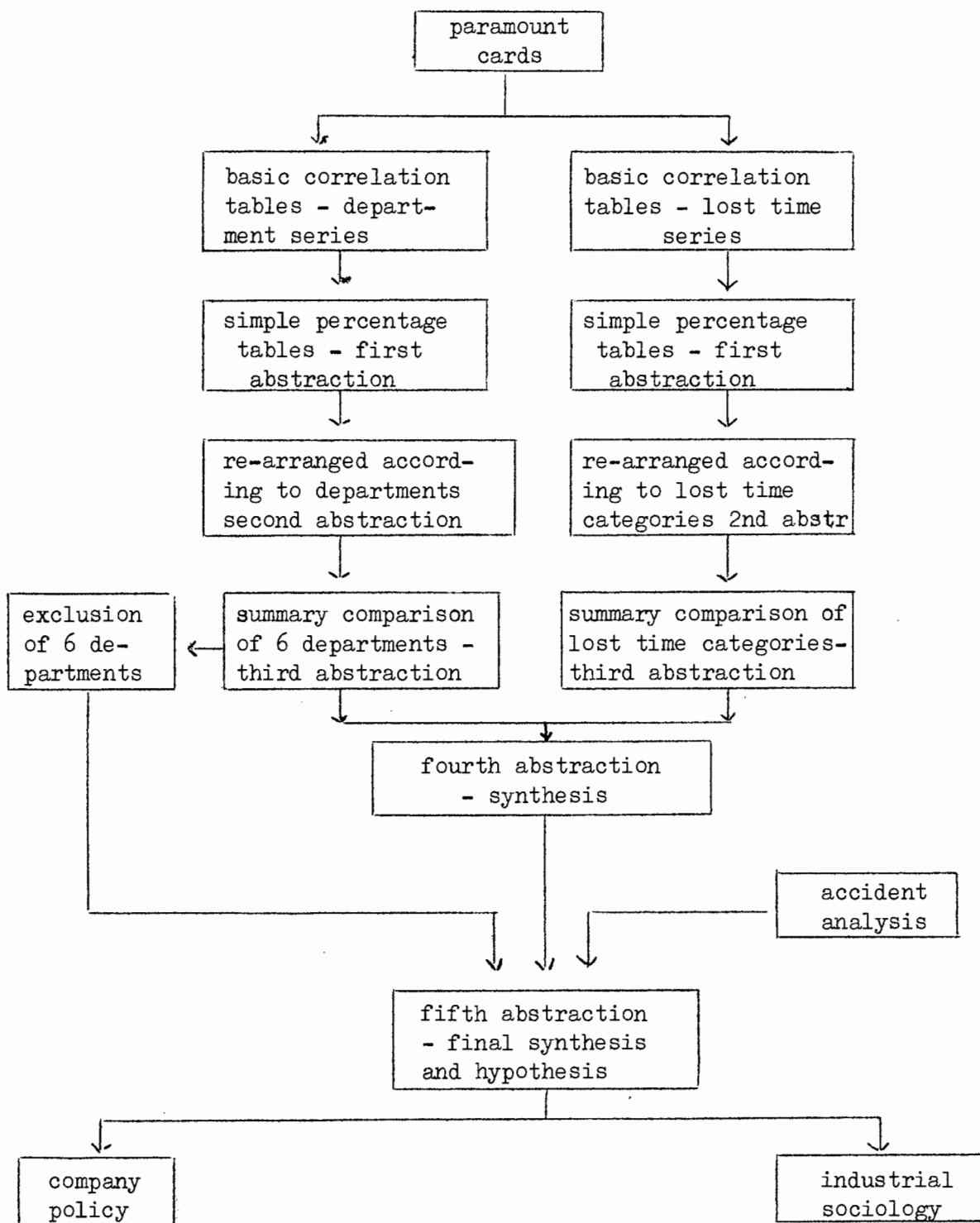


fig. 33

APPENDICES

- I. The basic tables and the original percentage tables of the first abstraction.
- II. Glossary.
- III. Bibliography.
- IV. Sentiments of exclusiveness toward craft knowledge.

* * * * *

DEPARTMENTAL GROUPS AND AGE.

| | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | TOTAL |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| A | 44 | 32 | 19 | 14 | 11 | 4 | 9 | 10 | 5 | 2 | 1 | - | - | 151 |
| B | 12 | 10 | 6 | 6 | 2 | 3 | 3 | 2 | - | - | - | 1 | - | 45 |
| C | 22 | 31 | 26 | 14 | 10 | 3 | 2 | 10 | 5 | 3 | - | - | - | 126 |
| D | 21 | 17 | 14 | 12 | 12 | 10 | 8 | 5 | 1 | 4 | - | - | 1 | 105 |
| E | 6 | 6 | 3 | 4 | 1 | 4 | 1 | 3 | 1 | - | - | - | - | 29 |
| F | 3 | 3 | 7 | 4 | 2 | 2 | 2 | 4 | 4 | 1 | - | - | - | 32 |
| G | 41 | 57 | 55 | 24 | 18 | 9 | 9 | 6 | 5 | 2 | - | 1 | - | 227 |
| H | 12 | 13 | 19 | 7 | 9 | 7 | 3 | 3 | 1 | - | - | - | - | 79 |
| I | - | 2 | 3 | 3 | 7 | 4 | 3 | 5 | 2 | 6 | 1 | - | - | 36 |
| J | 9 | 10 | 5 | 2 | 3 | 7 | 2 | 2 | 0 | 1 | - | 2 | - | 43 |
| K | 8 | 13 | 13 | 12 | 10 | 9 | 6 | 6 | 4 | 1 | - | - | 2 | 89 |
| L | 7 | 7 | 3 | 0 | 5 | 5 | 4 | 1 | - | - | - | - | - | 32 |
| DK | - | - | - | - | - | 2 | - | - | - | 1 | - | - | - | 3 |
| | 185 | 206 | 178 | 102 | 90 | 69 | 52 | 57 | 28 | 21 | 2 | 4 | 3 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|----|-----|-----|----|-----|-----|-----|-----|-----|----|-----|-----|
| -20 | 19 | 29 | 27 | 17 | 20 | 21 | 9 | 18 | 15 | 0 | 21 | 29 | 22 | - |
| -25 | 21 | 21 | 22 | 25 | 16 | 21 | 9 | 25 | 23 | 6 | 23 | 15 | 22 | - |
| -30 | 18 | 13 | 13 | 21 | 13 | 10 | 22 | 24 | 24 | 8 | 12 | 20 | 9 | - |
| -35 | 10 | 9 | 13 | 11 | 11 | 14 | 13 | 11 | 9 | 8 | 5 | 13 | - | - |
| -40 | 9 | 7 | 4 | 8 | 11 | 3 | 6 | 8 | 11 | 19 | 7 | 11 | 16 | - |
| -45 | 7 | 3 | 7 | 2 | 10 | 14 | 6 | 4 | 9 | 11 | 16 | 10 | 16 | 67 |
| -50 | 5 | 6 | 7 | 2 | 8 | 3 | 6 | 4 | 4 | 8 | 5 | 7 | 13 | - |
| -55 | 6 | 7 | 4 | 8 | 5 | 10 | 13 | 3 | 4 | 14 | 5 | 7 | 3 | - |
| -60 | 3 | 3 | - | 4 | 1 | 3 | 13 | 2 | 1 | 6 | - | 4 | - | - |
| -65 | 2 | 1 | - | 2 | 4 | - | 3 | 1 | - | 17 | 2 | 1 | - | 33 |
| -70 | - | 1 | - | - | - | - | - | - | - | 3 | - | - | - | - |
| 70+ | - | - | 2 | - | - | - | - | - | - | - | 5 | - | - | - |
| DK | - | - | - | - | 1 | - | - | - | - | - | - | 2 | - | - |
| Total | 100 | 100 | 99 | 100 | 100 | 99 | 100 | 100 | 100 | 100 | 101 | 99 | 101 | 100 |

fig. 34

DEPARTMENTAL GROUP AND RACE AND SEX.

| | <u>WHITE</u> | | <u>COLOURED</u> | | Total |
|-------|--------------|-------|-----------------|-------|-------|
| | Men | Women | Men | Women | |
| A | 115 | 2 | 34 | - | 151 |
| B | 36 | - | 5 | 4 | 45 |
| C | 51 | - | 69 | 6 | 126 |
| D | 43 | - | 53 | 9 | 105 |
| E | 16 | - | 12 | 1 | 29 |
| F | 2 | - | 28 | 2 | 32 |
| G | 34 | 11 | 62 | 120 | 227 |
| H | 4 | 4 | 30 | 41 | 79 |
| I | 26 | 10 | - | - | 36 |
| J | 3 | 2 | 36 | 2 | 43 |
| K | 36 | - | 50 | 3 | 89 |
| L | 27 | - | 5 | - | 32 |
| DK | - | - | 3 | - | 3 |
| Total | 393 | 29 | 387 | 133 | 997 |

| Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK | | |
|-------|-----|-----|-----|-----|----|-----|-----|-----|-----|-----|----|-----|-----|-------|---|
| 39 | 76 | 80 | 40 | 41 | 55 | 6 | 15 | 5 | 72 | 7 | 40 | 84 | - | men | W |
| 3 | 1 | - | - | - | - | - | 5 | 5 | 28 | 5 | - | - | - | women | H |
| | | | | | | | | | | | | | | | I |
| | | | | | | | | | | | | | | | T |
| | | | | | | | | | | | | | | | E |
| 39 | 23 | 11 | 55 | 50 | 41 | 88 | 27 | 33 | - | 84 | 56 | 16 | 100 | men | C |
| 19 | 4 | 9 | 5 | 9 | 3 | 6 | 53 | 52 | - | 5 | 3 | - | - | women | O |
| | | | | | | | | | | | | | | | L |
| | | | | | | | | | | | | | | | O |
| | | | | | | | | | | | | | | | U |
| | | | | | | | | | | | | | | | R |
| | | | | | | | | | | | | | | | E |
| 100 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 100 | 100 | 101 | 99 | 100 | 100 | | D |

fig. 35

DEPARTMENTAL GROUPS AND MARITAL STATUS.

| | N | M | W | D | DK | Total |
|-------|-----|-----|----|---|----|-------|
| A | 87 | 62 | 2 | 1 | 1 | 151 |
| B | 26 | 18 | - | - | 1 | 45 |
| C | 70 | 48 | 2 | - | 6 | 126 |
| D | 54 | 42 | 2 | - | 7 | 105 |
| E | 13 | 15 | - | - | 1 | 29 |
| F | 9 | 19 | - | - | 4 | 32 |
| G | 146 | 53 | 6 | 4 | 18 | 227 |
| H | 51 | 22 | 1 | - | 5 | 79 |
| I | 16 | 20 | - | - | - | 36 |
| J | 20 | 19 | 1 | - | 3 | 43 |
| K | 32 | 45 | - | - | 12 | 89 |
| L | 14 | 11 | - | - | 7 | 32 |
| DK | - | 2 | - | - | 1 | 3 |
| Total | 538 | 376 | 12 | 5 | 66 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| N | 54 | 58 | 58 | 56 | 51 | 45 | 28 | 64 | 65 | 44 | 47 | 36 | 44 | |
| M | 38 | 41 | 40 | 38 | 40 | 52 | 59 | 23 | 28 | 56 | 44 | 51 | 34 | 67 |
| W | 1 | - | - | 2 | 2 | - | - | 3 | 1 | - | 2 | - | - | - |
| D | 1 | 1 | - | - | - | - | - | 2 | - | - | - | - | - | - |
| DK | 7 | 1 | 2 | 5 | 7 | 3 | 13 | 3 | 6 | | 7 | 13 | 22 | 33 |
| Total | 101 | 101 | 100 | 101 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

fig. 36

DEPARTMENTAL GROUP AND GRADES.

| | I | Last Yr.. App. | Other App. | II | III | Lab. | DK | NA | Total |
|----|-----|-------------------|---------------|-----|-----|------|----|----|-------|
| A | 74 | 5 | 38 | 26 | 2 | 6 | - | - | 151 |
| B | 23 | 4 | 9 | 6 | - | 2 | - | 1 | 45 |
| C | 33 | 5 | 17 | 49 | 5 | 17 | - | - | 126 |
| D | 21 | 1 | 16 | 57 | 4 | 6 | - | - | 105 |
| E | 11 | 1 | 4 | 10 | 2 | 1 | - | - | 29 |
| F | 4 | - | - | 21 | 3 | 4 | - | - | 32 |
| G | 26 | 4 | 4 | 159 | 14 | 19 | - | 1 | 227 |
| H | 7 | - | - | 59 | 4 | 9 | - | - | 79 |
| I | 17 | - | 9 | 10 | - | - | - | - | 36 |
| J | 1 | - | - | 3 | 1 | 33 | - | 2 | 43 |
| K | 28 | 1 | 5 | - | - | 54 | - | 1 | 89 |
| L | 19 | 2 | 6 | 3 | - | 2 | - | - | 32 |
| DK | - | - | - | - | - | 3 | - | - | 3 |
| | 264 | 23 | 108 | 403 | 35 | 159 | - | 5 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|------------|-------|----|----|----|-----|----|-----|----|-----|-----|-----|-----|----|-----|
| I | 26 | 49 | 51 | 26 | 20 | 38 | 13 | 11 | 9 | 47 | 2 | 31 | 59 | - |
| L. Y. App. | 2 | 3 | 9 | 4 | 1 | 3 | - | 2 | - | - | - | 1 | 6 | - |
| Other App | 11 | 25 | 20 | 13 | 15 | 14 | - | 2 | - | 25 | - | 6 | 19 | - |
| II | 40 | 17 | 13 | 39 | 54 | 34 | 66 | 70 | 75 | 28 | 7 | - | 9 | - |
| III | 4 | 1 | - | 4 | 4 | 7 | 9 | 6 | 5 | - | 2 | - | - | - |
| Labr. | 16 | 4 | 4 | 13 | 6 | 3 | 13 | 8 | 11 | - | 34 | 61 | 6 | 100 |
| DK | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NA | 1 | - | 2 | - | - | - | - | - | - | - | 5 | 1 | - | - |
| Total | 100 | 99 | 99 | 99 | 100 | 99 | 101 | 99 | 100 | 100 | 100 | 100 | 99 | 100 |

fig. 37

DEPARTMENTAL GROUP AND WAGE.

| Group | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | Total |
|-------|----|---|----|-----|----|----|----|-----|----|-----|----|----|-------|
| A | 2 | - | 14 | 42 | 20 | 10 | 6 | 15 | 10 | 31 | 1 | - | 151 |
| B | 2 | 1 | 7 | 9 | 3 | 6 | - | 8 | 3 | 5 | 1 | - | 45 |
| C | 2 | - | 3 | 23 | 7 | 8 | 11 | 37 | 8 | 21 | 5 | 1 | 126 |
| D | 3 | 2 | 4 | 10 | 1 | 3 | 12 | 44 | 5 | 14 | 3 | 4 | 105 |
| E | 1 | 1 | 4 | 3 | 2 | 1 | - | 11 | 3 | 3 | - | - | 29 |
| F | - | - | 1 | - | 3 | 5 | 6 | 11 | 1 | 5 | - | - | 32 |
| G | 2 | - | - | 12 | 11 | 30 | 15 | 117 | 14 | 18 | 4 | 4 | 227 |
| H | 1 | - | - | 3 | 3 | 2 | 3 | 50 | 7 | 8 | 2 | - | 79 |
| I | - | - | 1 | 5 | 13 | - | 3 | 5 | 9 | - | - | - | 36 |
| J | - | - | - | 1 | - | 2 | - | 2 | 6 | 28 | 3 | 1 | 43 |
| K | - | - | 1 | 21 | 5 | 3 | - | - | 3 | 47 | 7 | 2 | 89 |
| L | 2 | - | 7 | 8 | 3 | 2 | - | 4 | 2 | 4 | - | - | 32 |
| DK | - | - | - | - | - | - | - | - | - | - | - | 3 | 3 |
| Total | 15 | 4 | 42 | 137 | 71 | 72 | 56 | 304 | 71 | 184 | 26 | 15 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|----|-------|-----|-----|-----|-----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 9 | 2 | 1 | 4 | 2 | 3 | 3 | - | 1 | 1 | - | - | - | 6 | - |
| 8 | - | - | 2 | - | 2 | 3 | - | - | - | - | - | - | - | - |
| 7 | 4 | 9 | 16 | 2 | 4 | 14 | 3 | - | - | 3 | - | 1 | 22 | - |
| 6 | 14 | 28 | 20 | 18 | 10 | 10 | - | 5 | 4 | 14 | 2 | 24 | 25 | - |
| 5 | 7 | 13 | 7 | 6 | 1 | 7 | 9 | 5 | 4 | 36 | - | 6 | 9 | - |
| 4 | 7 | 7 | 13 | 6 | 3 | 3 | 16 | 13 | 3 | - | 5 | 3 | 6 | - |
| 3c | 6 | 4 | - | 9 | 11 | - | 19 | 7 | 4 | 8 | - | - | - | - |
| 3b | 30 | 10 | 18 | 29 | 42 | 38 | 34 | 52 | 63 | 14 | 5 | - | 13 | - |
| 3a | 7 | 7 | 7 | 6 | 5 | 10 | 3 | 6 | 9 | 25 | 14 | 3 | 6 | - |
| 2 | 18 | 21 | 11 | 17 | 13 | 10 | 16 | 8 | 10 | - | 65 | 53 | 13 | - |
| 1 | 3 | 1 | 2 | 4 | 3 | - | - | 2 | 3 | - | 7 | 8 | - | - |
| DK | 2 | - | - | 1 | 4 | - | - | 2 | - | - | 2 | 2 | - | 100 |
| | 100 | 100 | 100 | 101 | 101 | 98 | 100 | 101 | 101 | 100 | 100 | 100 | 100 | 100 |

fig. 38

DEPARTMENTAL GROUP AND SERVICE.

| Group | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | Total |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| A | 88 | 30 | 8 | 5 | 8 | 4 | 1 | 2 | 4 | - | - | 1 | 151 |
| B | 34 | 5 | 3 | 1 | 1 | 1 | - | - | - | - | - | - | 45 |
| C | 79 | 34 | 2 | 6 | 2 | - | 1 | 1 | - | 1 | - | - | 126 |
| D | 61 | 17 | 10 | 4 | 4 | 2 | 4 | 3 | - | - | - | - | 105 |
| E | 14 | 6 | 1 | 3 | 1 | 3 | - | 1 | - | - | - | - | 29 |
| F | 16 | 8 | 4 | 2 | 2 | - | - | - | - | - | - | - | 32 |
| G | 128 | 69 | 9 | 5 | 7 | 6 | 3 | - | - | - | - | - | 227 |
| H | 37 | 23 | 5 | 8 | 1 | 2 | 1 | - | - | 1 | - | 1 | 79 |
| I | 24 | 4 | 2 | 4 | - | - | 1 | - | 1 | - | - | - | 36 |
| J | 32 | 3 | 3 | 1 | 1 | 1 | 1 | - | 1 | - | - | - | 43 |
| K | 67 | 20 | 1 | - | - | - | 1 | - | - | - | - | - | 89 |
| L | 14 | 9 | 4 | 3 | 2 | - | - | - | - | - | - | - | 32 |
| DK | 3 | - | - | - | - | - | - | - | - | - | - | - | 3 |
| | 597 | 228 | 52 | 42 | 29 | 19 | 13 | 7 | 6 | 2 | - | 2 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|-----|-----|-----|----|-----|----|----|-----|----|----|-----|-----|
| -5 | 60 | 58 | 76 | 63 | 58 | 48 | 50 | 56 | 47 | 67 | 74 | 75 | 44 | 100 |
| -10 | 23 | 20 | 11 | 27 | 16 | 21 | 25 | 30 | 29 | 11 | 7 | 22 | 23 | - |
| -15 | 5 | 5 | 7 | 2 | 10 | 3 | 13 | 4 | 6 | 6 | 7 | 1 | 13 | - |
| 120 | 4 | 3 | 2 | 5 | 4 | 10 | 6 | 2 | 10 | 11 | 2 | - | 9 | - |
| -25 | 3 | 5 | 2 | 2 | 4 | 3 | 6 | 3 | 1 | - | 2 | - | 6 | - |
| -30 | 2 | 3 | 2 | - | 2 | 10 | - | 3 | 3 | - | 2 | - | - | - |
| -35 | 1 | 1 | - | 1 | 4 | 0 | - | 1 | 1 | 3 | 2 | 1 | - | - |
| -40 | 1 | 1 | - | 1 | 3 | 3 | - | - | - | - | - | - | - | - |
| -45 | 1 | 3 | - | - | - | - | - | - | - | 3 | 2 | - | - | - |
| -50 | - | - | - | 1 | - | - | - | - | 1 | - | - | - | - | - |
| 50+ | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DK | - | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Total | 100 | 100 | 100 | 102 | 101 | 98 | 100 | 99 | 99 | 101 | 98 | 99 | 100 | 100 |

Fig. 39

DEPARTMENTAL GROUP AND LOCALITY.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
|-------|-----|----|----|----|-----|-----|-----|-----|-----|----|-------|
| A | 12 | 17 | 11 | 6 | 39 | 15 | 16 | 10 | 23 | 2 | 151 |
| B | 2 | 11 | 3 | 3 | 10 | 5 | 4 | 1 | 5 | 1 | 45 |
| C | 15 | 5 | 9 | 6 | 25 | 22 | 9 | 16 | 14 | 5 | 126 |
| D | 16 | 8 | 8 | 7 | 8 | 10 | 17 | 13 | 18 | - | 105 |
| E | 10 | 5 | - | - | 3 | 1 | 1 | 1 | 7 | 1 | 29 |
| F | 8 | - | - | 2 | 4 | 2 | 6 | 7 | 3 | - | 32 |
| G | 56 | 8 | 13 | 7 | 20 | 27 | 32 | 31 | 33 | 6 | 227 |
| H | 18 | 3 | 6 | 2 | 5 | 10 | 14 | 11 | 10 | - | 79 |
| I | 3 | 6 | 2 | - | 10 | 10 | 3 | - | 2 | - | 36 |
| J | 11 | - | 2 | 3 | 8 | 11 | 2 | 5 | 1 | - | 43 |
| K | 1 | 6 | 1 | 7 | 39 | 16 | 8 | 3 | 7 | 1 | 89 |
| L | 2 | 2 | 1 | 5 | 6 | 2 | 3 | 3 | 8 | - | 32 |
| DK | - | - | - | - | - | 2 | - | 1 | - | - | 3 |
| Total | 154 | 71 | 56 | 48 | 177 | 133 | 115 | 102 | 131 | 10 | 997 |

Locality Code. ---

| | |
|-----------------------|----------------------|
| 1 - Cape Town | 6 - Vasco |
| 2 - Camps Bay | 7 - Salt River |
| 3 - Milnerton | 8 - Pinelands |
| 4 - Pearl | 9 - Southern Suburbs |
| 5 - Bellville - Parow | 10 - DK |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|----|-----|-----|----|-----|-----|-----|-----|-----|-----|----|-----|
| 1 | 15 | 8 | 4 | 12 | 15 | 35 | 25 | 25 | 23 | 8 | 26 | 1 | 6 | - |
| 2 | 7 | 11 | 24 | 4 | 8 | 17 | - | 4 | 4 | 17 | - | 7 | 6 | - |
| 3 | 6 | 7 | 7 | 7 | 8 | - | - | 6 | 8 | 6 | 5 | 1 | 3 | - |
| 4 | 5 | 4 | 7 | 5 | 7 | - | 6 | 3 | 3 | - | 7 | 8 | 16 | - |
| 5 | 18 | 26 | 22 | 20 | 8 | 10 | 13 | 9 | 6 | 28 | 19 | 44 | 19 | - |
| 6 | 13 | 10 | 11 | 17 | 10 | 3 | 6 | 12 | 13 | 28 | 26 | 13 | 6 | 67 |
| 7 | 12 | 11 | 9 | 7 | 16 | 3 | 19 | 14 | 18 | 8 | 5 | 9 | 9 | - |
| 8 | 10 | 7 | 2 | 13 | 12 | 3 | 22 | 14 | 14 | - | 12 | 3 | 9 | 33 |
| 9 | 13 | 15 | 11 | 11 | 17 | 24 | 9 | 15 | 13 | 6 | 2 | 8 | 25 | - |
| 10 | 1 | 1 | 2 | 4 | - | 3 | - | - | - | - | - | 1 | - | - |
| Total | 100 | 100 | 99 | 100 | 101 | 98 | 100 | 102 | 102 | 101 | 102 | 100 | 99 | 100 |

DEPARTMENTAL GROUP AND RECREATION CLUB.

| | Yes | No | DK | Total |
|-------|-----|-----|----|-------|
| A | 51 | 98 | 2 | 151 |
| B | 8 | 34 | 3 | 45 |
| C | 23 | 101 | 2 | 126 |
| D | 28 | 75 | 2 | 105 |
| E | 8 | 20 | 1 | 29 |
| F | 5 | 27 | - | 32 |
| G | 46 | 179 | 2 | 227 |
| H | 20 | 58 | 1 | 79 |
| I | 5 | 31 | - | 36 |
| J | 4 | 39 | - | 43 |
| K | 5 | 84 | - | 89 |
| L | 13 | 17 | 2 | 32 |
| DK | - | 3 | - | 3 |
| Total | 216 | 766 | 15 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|-----|-----|-----|
| Yes | 22 | 34 | 18 | 18 | 27 | 28 | 16 | 20 | 25 | 14 | 9 | 6 | 41 | - |
| No | 77 | 65 | 76 | 80 | 71 | 69 | 84 | 79 | 73 | 86 | 91 | 94 | 53 | 100 |
| DK | 2 | 1 | 7 | 2 | 2 | 3 | - | 1 | 1 | - | - | - | 6 | - |
| Total | 101 | 100 | 101 | 100 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 100 | 100 | 100 |

fig. 41

DEPARTMENTAL GROUP AND CHAPEL DUES.

| | Yes | No | DK | Total |
|-------|-----|-----|----|-------|
| A | 77 | 72 | 2 | 151 |
| B | 20 | 22 | 3 | 45 |
| C | 57 | 67 | 2 | 126 |
| D | 44 | 59 | 2 | 105 |
| E | 15 | 13 | 1 | 29 |
| F | 10 | 22 | - | 32 |
| G | 42 | 133 | 2 | 227 |
| H | 16 | 62 | 1 | 79 |
| I | 16 | 20 | - | 36 |
| J | 1 | 42 | - | 43 |
| K | 1 | 38 | - | 39 |
| L | 16 | 14 | 2 | 32 |
| DK | - | 3 | - | 3 |
| Total | 315 | 667 | 15 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L |
|-------|-------|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|-----|-----|
| Yes | 32 | 51 | 44 | 45 | 42 | 52 | 31 | 18 | 20 | 44 | 2 | 1 | 50 |
| No | 67 | 43 | 49 | 53 | 56 | 45 | 69 | 31 | 79 | 56 | 98 | 99 | 44 |
| DK | 2 | 1 | 7 | 2 | 2 | 3 | - | 1 | - | - | - | - | 6 |
| Total | 101 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 100 | 100 |

fig. 42

DEPARTMENTAL GROUP AND SAVINGS FUND.

| | Yes | No | DK | Total |
|----|-----|-----|----|-------|
| A | 139 | 10 | 2 | 151 |
| B | 30 | 13 | 2 | 45 |
| C | 96 | 28 | 2 | 126 |
| D | 85 | 18 | 2 | 105 |
| E | 23 | 5 | 1 | 29 |
| F | 25 | 7 | - | 32 |
| G | 177 | 48 | 2 | 227 |
| H | 71 | 7 | 1 | 79 |
| I | 27 | 9 | - | 36 |
| J | 23 | 20 | - | 43 |
| K | 55 | 34 | - | 89 |
| L | 28 | 2 | 2 | 32 |
| DK | 1 | 2 | - | 3 |
| | 780 | 203 | 14 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|-----|-----|-----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | 78 | 92 | 67 | 76 | 81 | 79 | 78 | 78 | 90 | 75 | 54 | 62 | 88 | 33 |
| No | 20 | 7 | 29 | 22 | 17 | 17 | 22 | 21 | 9 | 25 | 47 | 38 | 6 | 67 |
| DK | 1 | 1 | 4 | 2 | 2 | 3 | - | 1 | 1 | - | - | - | 6 | - |
| Total | 99 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 100 | 100 | 101 | 100 | 100 | 100 |

DEPARTMENTAL GROUP AND MEDICAL AID SOCIETY.

| | Yes | No | Total |
|-------|-----|-----|-------|
| A | 135 | 16 | 151 |
| B | 29 | 16 | 45 |
| C | 84 | 42 | 126 |
| D | 83 | 22 | 105 |
| E | 25 | 4 | 29 |
| F | 25 | 7 | 32 |
| G | 145 | 82 | 227 |
| H | 64 | 15 | 79 |
| I | 23 | 13 | 36 |
| J | 13 | 30 | 43 |
| K | 40 | 49 | 89 |
| L | 30 | 2 | 32 |
| DK | 1 | 2 | 3 |
| Total | 697 | 300 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | 70 | 89 | 64 | 67 | 79 | 86 | 78 | 64 | 81 | 64 | 30 | 45 | 94 | 33 |
| No | 30 | 11 | 36 | 33 | 21 | 14 | 22 | 36 | 19 | 36 | 70 | 55 | 6 | 67 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

fig. 44

LOST TIME CATEGORY AND AGE.

| | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK | Total |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 0 | 9 | 8 | 9 | 10 | 11 | 11 | 9 | 13 | 6 | 4 | 1 | - | - | 91 |
| 1 | 61 | 65 | 57 | 33 | 26 | 24 | 15 | 9 | 9 | 7 | - | 1 | 2 | 309 |
| 2 | 24 | 41 | 28 | 11 | 12 | 7 | 6 | 12 | 2 | 2 | - | 1 | - | 146 |
| 3 | 28 | 42 | 42 | 11 | 17 | 11 | 10 | 7 | 6 | 3 | 1 | 1 | - | 179 |
| 4 | 7 | 13 | 15 | 15 | 6 | 5 | 3 | 3 | 1 | - | - | - | - | 73 |
| 5 | 5 | 8 | 7 | 5 | 3 | - | 1 | 2 | 1 | - | - | - | - | 32 |
| 6 | 2 | 6 | 5 | 3 | 3 | 2 | 1 | 2 | 1 | - | - | 1 | - | 26 |
| DK | 3 | 3 | 5 | - | 4 | 4 | 4 | 3 | - | 1 | - | - | 1 | 28 |
| NA | 46 | 15 | 10 | 14 | 8 | 5 | 3 | 6 | 2 | 4 | - | - | - | 113 |
| Total | 185 | 206 | 178 | 102 | 90 | 69 | 52 | 57 | 28 | 21 | 2 | 4 | 3 | 997 |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA |
|-----|-------|-----|-----|----|-----|-----|-----|-----|-----|-----|
| -20 | 19 | 10 | 20 | 16 | 16 | 10 | 16 | 8 | 11 | 41 |
| -25 | 21 | 9 | 21 | 28 | 23 | 25 | 25 | 23 | 11 | 13 |
| -30 | 18 | 10 | 18 | 19 | 23 | 21 | 22 | 19 | 18 | 9 |
| -35 | 10 | 11 | 11 | 8 | 6 | 21 | 13 | 12 | - | 12 |
| -40 | 9 | 12 | 8 | 8 | 9 | 8 | 9 | 12 | 14 | 7 |
| -45 | 7 | 12 | 8 | 5 | 6 | 7 | - | 8 | 14 | 4 |
| -50 | 5 | 10 | 5 | 4 | 6 | 4 | 3 | 4 | 14 | 3 |
| -55 | 6 | 14 | 3 | 8 | 4 | 4 | 6 | 8 | 11 | 5 |
| -60 | 3 | 7 | 3 | 1 | 3 | 1 | 3 | 4 | - | 2 |
| -65 | 2 | 4 | 2 | 1 | 2 | - | - | - | 4 | 4 |
| -70 | - | 1 | - | - | 1 | - | - | - | - | - |
| 70+ | - | - | - | 1 | 1 | - | - | 4 | - | - |
| DK | - | - | 1 | - | - | - | - | - | 4 | - |
| | 100 | 100 | 100 | 99 | 100 | 101 | 100 | 102 | 101 | 100 |

fig. 45

LOST TIME CATEGORY AND RACE AND SEX.

| | WHITE | | COLOURED | | Total |
|-------|-------|-------|----------|-------|-------|
| | Men | Women | Men | Women | |
| 0 | 39 | 3 | 41 | 8 | 91 |
| 1 | 128 | 14 | 93 | 69 | 309 |
| 2 | 53 | 1 | 64 | 28 | 146 |
| 3 | 63 | 5 | 74 | 37 | 179 |
| 4 | 18 | 2 | 32 | 21 | 73 |
| 5 | 10 | 1 | 15 | 6 | 32 |
| 6 | 7 | 2 | 13 | 4 | 26 |
| DK | 13 | - | 9 | 6 | 28 |
| NA | 62 | 1 | 41 | 9 | 113 |
| Total | 393 | 29 | 387 | 188 | 997 |

| WHOLE | WHITE | | COLOURED | |
|-------|-------|-------|----------|-------|
| | Men | Women | Men | Women |
| 0 | 9 | 10 | 10 | 4 |
| 1 | 31 | 33 | 48 | 37 |
| 2 | 15 | 13 | 3 | 15 |
| 3 | 13 | 16 | 17 | 20 |
| 4 | 7 | 5 | 7 | 11 |
| 5 | 3 | 3 | 3 | 3 |
| 6 | 3 | 2 | 7 | 2 |
| DK | 3 | 3 | - | 3 |
| NA | 11 | 16 | 3 | 5 |
| Total | 100 | 101 | 98 | 100 |

| | WHITE | | COLOURED | | Total |
|-------|-------|-------|----------|-------|-------|
| | Men | Women | Men | Women | |
| 0 | 43 | 3 | 45 | 9 | 100 |
| 1 | 41 | 5 | 32 | 22 | 100 |
| 2 | 36 | 1 | 44 | 19 | 100 |
| 3 | 35 | 3 | 41 | 21 | 100 |
| 4 | 25 | 3 | 44 | 29 | 101 |
| 5 | 31 | 3 | 47 | 19 | 100 |
| 6 | 27 | 8 | 50 | 15 | 100 |
| DK | 46 | - | 32 | 21 | 99 |
| NA | 55 | 1 | 36 | 8 | 100 |
| Whole | 39 | 3 | 39 | 19 | 100 |

LOST TIME CATEGORY AND MARITAL STATUS.

| | N | M | W | D | DK | Total |
|--------------|------------|------------|-----------|----------|-----------|------------|
| 0 | 35 | 52 | - | - | 4 | 91 |
| 1 | 109 | 113 | 6 | - | 21 | 309 |
| 2 | 89 | 47 | 1 | 1 | 8 | 146 |
| 3 | 101 | 59 | 3 | 3 | 13 | 179 |
| 4 | 39 | 28 | 1 | - | 5 | 73 |
| 5 | 18 | 11 | 1 | - | 2 | 32 |
| 6 | 14 | 7 | - | - | 5 | 26 |
| DK | 8 | 15 | - | - | 5 | 28 |
| NA | 65 | 44 | - | 1 | 3 | 113 |
| Total | 538 | 376 | 12 | 5 | 66 | 997 |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA |
|--------------|------------|-----------|------------|------------|------------|-----------|-----------|------------|------------|------------|
| N | 54 | 38 | 55 | 61 | 56 | 53 | 56 | 54 | 29 | 57 |
| M | 38 | 57 | 37 | 32 | 33 | 38 | 34 | 27 | 54 | 39 |
| W | 1 | - | 2 | 1 | 2 | 1 | 3 | - | - | - |
| D | 1 | - | - | 1 | 2 | - | - | - | - | 1 |
| DK | 7 | 4 | 7 | 5 | 7 | 7 | 6 | 19 | 18 | 3 |
| Total | 101 | 99 | 101 | 100 | 100 | 99 | 99 | 100 | 101 | 100 |

LOST TIME CATEGORY AND GRADES.

| | NA | I | LAST YR. APP. | OTHER APP. | II | III | LAB | DK | Total |
|--------------|----------|------------|------------------|---------------|------------|-----------|------------|----------|------------|
| 0 | - | 31 | 1 | 4 | 46 | 1 | 8 | - | 91 |
| 1 | 1 | 94 | 9 | 31 | 131 | 12 | 31 | - | 309 |
| 2 | - | 33 | 4 | 15 | 59 | 7 | 28 | - | 146 |
| 3 | 2 | 46 | 5 | 13 | 71 | 8 | 34 | - | 179 |
| 4 | - | 10 | 3 | 4 | 41 | 2 | 13 | - | 73 |
| 5 | - | 5 | 1 | 3 | 15 | 2 | 6 | - | 32 |
| 6 | 1 | 3 | - | 3 | 13 | - | 6 | - | 26 |
| DK | - | 13 | - | - | 8 | - | 7 | - | 28 |
| NA | 1 | 29 | - | 35 | 19 | 3 | 26 | - | 113 |
| Total | 5 | 264 | 23 | 108 | 403 | 35 | 159 | - | 997 |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA |
|---------------|------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|
| NA | 1 | - | - | - | 1 | - | - | 4 | - | 1 |
| 1 | 26 | 34 | 30 | 23 | 23 | 14 | 16 | 12 | 46 | 26 |
| Last Yr. App. | 2 | 1 | 3 | 3 | 3 | 4 | 3 | - | - | - |
| Other App. | 11 | 4 | 10 | 10 | 7 | 5 | 9 | 12 | - | 31 |
| II | 40 | 51 | 42 | 40 | 40 | 56 | 47 | 50 | 29 | 17 |
| III | 4 | 1 | 4 | 5 | 4 | 3 | 6 | - | - | 3 |
| Lab | 16 | 9 | 10 | 19 | 19 | 18 | 19 | 23 | 25 | 23 |
| DK | - | - | - | - | - | - | - | - | - | - |
| Total | 100 | 100 | 99 | 100 | 100 | 100 | 100 | 101 | 100 | 101 |

LOST TIME CATEGORY AND WAGE.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | Total |
|--------------|-----------|------------|------------|------------|-----------|-----------|-----------|-----------|------------|------------|
| 9 | - | - | 1 | - | - | - | - | 11 | 3 | 15 |
| 8 | - | 2 | 1 | - | 1 | - | - | - | - | 4 |
| 7 | 11 | 14 | 3 | 8 | 1 | 2 | 1 | - | 2 | 42 |
| 6 | 11 | 53 | 21 | 25 | 7 | 2 | 1 | - | 17 | 137 |
| 5 | 11 | 26 | 9 | 15 | 2 | 1 | 1 | 1 | 5 | 71 |
| 4 | 4 | 29 | 9 | 15 | 8 | 3 | 2 | - | 2 | 72 |
| 3c | 15 | 19 | 13 | 5 | 1 | 2 | 1 | - | 0 | 56 |
| 3b | 29 | 97 | 43 | 59 | 37 | 12 | 9 | 2 | 13 | 304 |
| 3a | 3 | 27 | 9 | 12 | 2 | 4 | 4 | 1 | 9 | 71 |
| 2 | 7 | 38 | 35 | 38 | 14 | 5 | 7 | 1 | 39 | 184 |
| 1 | - | 4 | 2 | 2 | - | 1 | - | 1 | 16 | 26 |
| DK | - | - | - | - | - | - | - | 11 | 4 | 15 |
| Total | 91 | 309 | 146 | 179 | 73 | 32 | 26 | 28 | 113 | 997 |

| | Whole | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK |
|--------------|------------|------------|------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|
| 0 | 9 | - | - | 26 | 8 | 16 | 6 | 27 | 10 | 4 | 4 | - | - |
| 1 | 31 | - | 50 | 33 | 39 | 37 | 40 | 34 | 32 | 38 | 21 | 15 | - |
| 2 | 15 | 7 | 25 | 7 | 15 | 13 | 13 | 23 | 14 | 13 | 19 | 8 | - |
| 3 | 18 | - | - | 19 | 18 | 21 | 21 | 9 | 19 | 17 | 21 | 8 | - |
| 4 | 7 | - | 25 | 2 | 5 | 3 | 11 | 2 | 12 | 3 | 3 | - | - |
| 5 | 3 | - | - | 5 | 1 | 1 | 4 | 4 | 4 | 6 | 3 | 4 | - |
| 6 | 3 | - | - | 2 | 1 | 1 | 3 | 2 | 3 | 6 | 4 | - | - |
| DK | 3 | 73 | - | - | - | 1 | - | - | 1 | 1 | 1 | 4 | 73 |
| NA | 11 | 20 | - | 5 | 12 | 7 | 3 | - | 5 | 13 | 21 | 62 | 27 |
| Total | 100 | 100 | 100 | 99 | 99 | 100 | 101 | 101 | 100 | 101 | 102 | 101 | 100 |

| | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK | Total |
|--------------|----------|----------|----------|-----------|----------|----------|----------|-----------|----------|-----------|----------|----------|------------|
| 0 | - | - | 12 | 12 | 12 | 4 | 16 | 32 | 3 | 8 | - | - | 99 |
| 1 | - | 1 | 5 | 17 | 8 | 9 | 6 | 31 | 9 | 12 | 1 | - | 99 |
| 2 | 1 | 1 | 2 | 14 | 6 | 6 | 9 | 29 | 6 | 24 | 1 | - | 99 |
| 3 | - | - | 4 | 14 | 8 | 8 | 3 | 33 | 7 | 21 | 1 | - | 99 |
| 4 | - | 1 | 1 | 10 | 3 | 11 | 1 | 51 | 3 | 19 | - | - | 100 |
| 5 | - | - | 6 | 6 | 3 | 9 | 6 | 38 | 13 | 16 | 3 | - | 100 |
| 6 | - | - | 4 | 4 | 4 | 8 | 4 | 35 | 15 | 27 | - | - | 101 |
| DK | 39 | - | - | - | 4 | - | - | 7 | 4 | 4 | 4 | 39 | 101 |
| NA | 3 | - | 2 | 15 | 4 | 2 | - | 14 | 8 | 35 | 14 | 4 | 101 |
| Whole | 2 | - | 4 | 14 | 7 | 7 | 6 | 30 | 7 | 18 | 3 | 2 | 100 |

fig. 49

LOST TIME CATEGORY AND SERVICE.

| | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | Total |
|--------------|------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|------------|
| 0 | 38 | 17 | 8 | 8 | 6 | 4 | 5 | 4 | 1 | - | - | - | 91 |
| 1 | 173 | 75 | 21 | 13 | 10 | 8 | 4 | 1 | 2 | 1 | - | 1 | 309 |
| 2 | 82 | 44 | 7 | 5 | 3 | 3 | - | 1 | 1 | - | - | - | 146 |
| 3 | 98 | 53 | 10 | 8 | 4 | 1 | 2 | 1 | 1 | 1 | - | - | 179 |
| 4 | 41 | 23 | 5 | 4 | - | - | - | - | - | - | - | - | 73 |
| 5 | 25 | 5 | - | - | 1 | 1 | - | - | - | - | - | - | 32 |
| 6 | 19 | 6 | - | - | 1 | - | - | - | - | - | - | - | 26 |
| DK | 12 | 5 | 1 | 3 | 2 | 2 | 2 | - | - | - | - | - | 28 |
| NA | 109 | - | - | 1 | 2 | - | - | - | 1 | - | - | - | 113 |
| Total | 597 | 228 | 52 | 42 | 29 | 19 | 13 | 7 | 6 | 2 | - | 2 | 997 |

| | WHOLE | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK |
|----|-------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 0 | 9 | 6 | 7 | 15 | 19 | 21 | 21 | 38 | 57 | 17 | - | - | - |
| 1 | 31 | 29 | 33 | 40 | 31 | 35 | 42 | 31 | 14 | 33 | 50 | - | 50 |
| 2 | 15 | 14 | 19 | 13 | 12 | 10 | 16 | - | 14 | 17 | - | - | - |
| 3 | 18 | 16 | 23 | 19 | 19 | 14 | 5 | 15 | 14 | 17 | 50 | - | - |
| 4 | 7 | 7 | 10 | 10 | 10 | - | - | - | - | - | - | - | - |
| 5 | 3 | 4 | 2 | - | - | 3 | 5 | - | - | - | - | - | - |
| 6 | 3 | 3 | 3 | - | - | 3 | - | - | - | - | - | - | - |
| DK | 3 | 2 | 2 | 2 | 7 | 7 | 11 | 15 | - | - | - | - | 50 |
| NA | 11 | 18 | - | - | 1 | 7 | - | - | - | 17 | - | - | - |
| | 100 | 99 | 99 | 99 | 99 | 100 | 100 | 99 | 99 | 101 | 100 | 0 | 100 |

| | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | 50+ | DK | Total |
|-------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-------|
| 0 | 42 | 19 | 9 | 9 | 7 | 4 | 5 | 4 | 1 | - | - | - | 100 |
| 1 | 56 | 24 | 7 | 4 | 3 | 3 | 1 | - | 1 | - | - | - | 99 |
| 2 | 56 | 30 | 5 | 3 | 2 | 2 | - | 1 | 1 | - | - | - | 100 |
| 3 | 55 | 30 | 6 | 4 | 2 | 1 | 1 | 1 | 1 | 1 | - | - | 102 |
| 4 | 56 | 32 | 7 | 5 | - | - | - | - | - | - | - | - | 100 |
| 5 | 78 | 18 | - | - | 3 | 3 | - | - | - | - | - | - | 100 |
| 6 | 73 | 23 | - | - | 4 | - | - | - | - | - | - | - | 100 |
| Whole | 60 | 23 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | - | - | - | 100 |

LOST TIME CATEGORY AND LOCALITY.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | |
|-------|------|-----------|-----------|-------|-----------------|-------|------------|------------|-------------|----|-------|
| | C.T. | Camps Bay | Milnerton | Paarl | Bellville Parow | Vasco | Salt River | Pine-lands | South subs. | DK | Total |
| 0 | 14 | 6 | 8 | 1 | 16 | 9 | 11 | 13 | 12 | 1 | 91 |
| 1 | 50 | 19 | 17 | 13 | 50 | 43 | 39 | 36 | 40 | 2 | 309 |
| 2 | 30 | 8 | 9 | 9 | 33 | 11 | 15 | 11 | 19 | 1 | 146 |
| 3 | 26 | 17 | 10 | 10 | 27 | 24 | 19 | 18 | 25 | 3 | 179 |
| 4 | 13 | 6 | 5 | 4 | 12 | 11 | 10 | 4 | 3 | - | 73 |
| 5 | 3 | 3 | 1 | 3 | 6 | 6 | 3 | 1 | 6 | - | 32 |
| 6 | 3 | 3 | - | 1 | 2 | 7 | 4 | 3 | 2 | 1 | 26 |
| DK | 3 | 3 | 1 | - | 5 | 3 | 1 | 3 | 4 | - | 28 |
| NA | 12 | 6 | 5 | 7 | 26 | 19 | 13 | 3 | 15 | 2 | 113 |
| Total | 154 | 71 | 56 | 48 | 177 | 133 | 115 | 102 | 131 | 10 | 997 |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA |
|-----------------|-------|-----|-----|-----|-----|----|----|-----|-----|-----|
| C.T. | 15 | 15 | 16 | 21 | 15 | 13 | 9 | 12 | 11 | 11 |
| Camps Bay | 7 | 7 | 6 | 5 | 10 | 8 | 9 | 12 | 11 | 5 |
| Milnerton | 6 | 9 | 6 | 6 | 6 | 7 | 3 | 2 | 4 | 4 |
| Paarl | 5 | 1 | 4 | 6 | 6 | 5 | 9 | 4 | 0 | 6 |
| Bellville Parow | 18 | 13 | 13 | 23 | 15 | 13 | 19 | 8 | 13 | 23 |
| Vasco | 13 | 10 | 14 | 3 | 13 | 15 | 19 | 27 | 11 | 17 |
| Salt River | 12 | 12 | 13 | 10 | 11 | 14 | 9 | 15 | 4 | 12 |
| Pinelands | 10 | 14 | 12 | 3 | 10 | 5 | 3 | 12 | 29 | 7 |
| South Subs. | 13 | 13 | 13 | 13 | 14 | 11 | 19 | 3 | 14 | 13 |
| DK | 1 | 1 | 1 | 1 | 2 | - | - | 4 | - | 2 |
| | 100 | 100 | 101 | 101 | 102 | 99 | 99 | 102 | 102 | 100 |

fig. 51

LOST TIME CATEGORY AND RECREATION CLUB.

| | Yes | No | DK | Total |
|--------------|------------|------------|-----------|------------|
| 0 | 22 | 69 | - | 91 |
| 1 | 82 | 227 | - | 309 |
| 2 | 37 | 109 | - | 146 |
| 3 | 45 | 134 | - | 179 |
| 4 | 14 | 59 | - | 73 |
| 5 | 7 | 24 | 1 | 32 |
| 6 | 6 | 20 | - | 26 |
| DK | 2 | 15 | 11 | 28 |
| NA | 1 | 109 | 3 | 113 |
| Total | 216 | 766 | 15 | 997 |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA |
|-----|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | 22 | 24 | 27 | 25 | 25 | 19 | 22 | 23 | 7 | 1 |
| No | 77 | 76 | 73 | 75 | 75 | 81 | 75 | 77 | 54 | 96 |
| DK | 3 | - | - | - | - | - | 3 | - | 39 | 3 |
| | 101 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

fig. 52

LOST TIME CATEGORY AND CHAPEL.

| | Yes | No | DK | Total |
|----|-----|-----|----|-------|
| 0 | 46 | 45 | - | 91 |
| 1 | 110 | 199 | - | 309 |
| 2 | 50 | 96 | - | 146 |
| 3 | 53 | 126 | - | 179 |
| 4 | 19 | 54 | - | 73 |
| 5 | 6 | 25 | 1 | 32 |
| 6 | 4 | 22 | - | 26 |
| DK | 3 | 14 | 11 | 28 |
| NA | 24 | 86 | 3 | 113 |
| | 315 | 667 | 15 | 997 |

| | TOTAL | Yes | No | DK |
|----|-------|-----|-----|-----|
| 0 | 9 | 15 | 7 | - |
| 1 | 31 | 35 | 30 | - |
| 2 | 15 | 13 | 14 | - |
| 3 | 18 | 17 | 19 | - |
| 4 | 7 | 6 | 8 | - |
| 5 | 3 | 2 | 4 | 7 |
| 6 | 3 | 1 | 3 | - |
| DK | 3 | 1 | 2 | 73 |
| NA | 11 | 8 | 13 | 20 |
| | 100 | 101 | 100 | 100 |

| | Yes | No | DK | Total |
|-------|-----|----|----|-------|
| 0 | 51 | 49 | - | 100 |
| 1 | 33 | 64 | - | 100 |
| 2 | 34 | 66 | - | 100 |
| 3 | 30 | 70 | - | 100 |
| 4 | 26 | 74 | - | 100 |
| 5 | 19 | 78 | 3 | 100 |
| 6 | 15 | 85 | - | 100 |
| DK | 11 | 50 | 39 | 100 |
| NA | 21 | 76 | 3 | 100 |
| Whole | 32 | 67 | 2 | 101 |

LOST TIME CATEGORY AND SAVINGS FUND.

| | Yes | No | DK | Total |
|--------------|------------|------------|-----------|------------|
| 0 | 74 | 17 | - | 91 |
| 1 | 262 | 47 | - | 309 |
| 2 | 122 | 24 | - | 146 |
| 3 | 148 | 31 | - | 179 |
| 4 | 63 | 10 | - | 73 |
| 5 | 25 | 7 | - | 32 |
| 6 | 25 | 1 | - | 26 |
| DK | 8 | 9 | 11 | 28 |
| NA | 53 | 57 | 3 | 113 |
| Total | 780 | 203 | 14 | 997 |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA |
|--------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Yes | 78 | 81 | 85 | 84 | 83 | 86 | 78 | 96 | 29 | 47 |
| No | 20 | 19 | 15 | 16 | 17 | 14 | 22 | 4 | 32 | 50 |
| DK | 1 | - | - | - | - | - | - | - | 39 | 3 |
| Total | 99 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

fig. 54

LOST TIME CATEGORY AND MEDICAL AID SOCIETY.

| | Yes | No | DK | Total |
|-------|-----|-----|----|-------|
| 0 | 69 | 22 | - | 91 |
| 1 | 229 | 80 | - | 309 |
| 2 | 106 | 40 | - | 146 |
| 3 | 129 | 50 | - | 179 |
| 4 | 53 | 20 | - | 73 |
| 5 | 21 | 11 | - | 32 |
| 6 | 20 | 6 | - | 26 |
| DK | 20 | 8 | - | 28 |
| NA | 50 | 63 | - | 113 |
| Total | 697 | 300 | - | 997 |

| | Total | Yes | No | DK |
|-------|-------|-----|-----|----|
| 0 | 9 | 10 | 7 | - |
| 1 | 31 | 33 | 27 | - |
| 2 | 15 | 15 | 13 | - |
| 3 | 18 | 19 | 17 | - |
| 4 | 7 | 8 | 7 | - |
| 5 | 3 | 3 | 4 | - |
| 6 | 3 | 3 | 2 | - |
| DK | 3 | 3 | 3 | - |
| NA | 11 | 7 | 21 | - |
| Total | 100 | 101 | 101 | - |

| | Yes | No | DK | Total |
|-------|-----|----|----|-------|
| 0 | 76 | 24 | - | 100 |
| 1 | 74 | 26 | - | 100 |
| 2 | 73 | 27 | - | 100 |
| 3 | 72 | 28 | - | 100 |
| 4 | 73 | 27 | - | 100 |
| 5 | 66 | 34 | - | 100 |
| 6 | 77 | 23 | - | 100 |
| DK | 71 | 29 | - | 100 |
| NA | 44 | 56 | - | 100 |
| Whole | 70 | 30 | - | 100 |

DEPARTMENTAL GROUP AND LOST TIME.

| Group | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | Total |
|-------|----|-----|-----|-----|----|----|----|----|-----|-------|
| A | 11 | 51 | 24 | 31 | 2 | 7 | 6 | 0 | 19 | 151 |
| B | 4 | 9 | 3 | 12 | 1 | 5 | 2 | 2 | 7 | 45 |
| C | 19 | 29 | 21 | 18 | 10 | 2 | 1 | 4 | 22 | 126 |
| D | 21 | 19 | 14 | 16 | 9 | 5 | 2 | 3 | 16 | 105 |
| E | 2 | 11 | 3 | 2 | 2 | - | 1 | 1 | 7 | 29 |
| F | 2 | 11 | 4 | 6 | 4 | 1 | 2 | - | 2 | 32 |
| G | 10 | 38 | 37 | 37 | 26 | 9 | 4 | 6 | 10 | 227 |
| H | - | 31 | 11 | 19 | 5 | - | 3 | 3 | 7 | 79 |
| I | 8 | 8 | 6 | 2 | 1 | - | 2 | 1 | 8 | 36 |
| J | 5 | 9 | 4 | 13 | 5 | 2 | 1 | 1 | 3 | 43 |
| K | 4 | 28 | 16 | 20 | 6 | 1 | 2 | 2 | 10 | 89 |
| L | 5 | 15 | 3 | 3 | 2 | - | - | 3 | 1 | 32 |
| DK | - | - | - | - | - | - | - | 2 | 1 | 3 |
| | 91 | 309 | 146 | 179 | 73 | 32 | 26 | 28 | 113 | 997 |

PERCENTAGES

| W | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|----|-------|-----|-----|-----|-----|----|-----|----|-----|-----|-----|----|----|----|
| 0 | 9 | 7 | 9 | 15 | 20 | 7 | 6 | 4 | 6 | 22 | 12 | 4 | 16 | - |
| 1 | 31 | 34 | 20 | 23 | 18 | 38 | 34 | 39 | 39 | 22 | 21 | 31 | 47 | - |
| 2 | 15 | 16 | 7 | 17 | 13 | 10 | 13 | 16 | 14 | 17 | 9 | 13 | 9 | - |
| 3 | 13 | 21 | 27 | 14 | 15 | 7 | 19 | 16 | 24 | 6 | 30 | 22 | 9 | - |
| 4 | 7 | 1 | 2 | 8 | 9 | 7 | 13 | 11 | 6 | 3 | 12 | 7 | 6 | - |
| 5 | 3 | 5 | 11 | 2 | 5 | - | 3 | 4 | - | - | 5 | 1 | - | - |
| 6 | 3 | 4 | 4 | 1 | 2 | 3 | 6 | 2 | 4 | 6 | 2 | 2 | - | - |
| DK | 3 | - | 4 | 3 | 3 | 3 | - | 3 | 4 | 3 | 2 | 2 | 9 | - |
| NA | 11 | 13 | 16 | 17 | 15 | 24 | 6 | 4 | 9 | 22 | 7 | 11 | 3 | - |
| | 100 | 101 | 100 | 100 | 100 | 99 | 100 | 99 | 100 | 101 | 100 | 98 | 99 | - |

| | Whole | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK |
|----|-------|-----|-----|-----|-----|-----|-----|-----|----|
| A | 15 | 12 | 17 | 16 | 17 | 3 | 22 | 23 | |
| B | 5 | 4 | 3 | 2 | 7 | 1 | 16 | 8 | |
| C | 13 | 21 | 9 | 14 | 10 | 14 | 6 | 4 | |
| D | 11 | 23 | 6 | 10 | 9 | 12 | 16 | 8 | |
| E | 3 | 2 | 4 | 2 | 1 | 3 | - | 4 | |
| F | 3 | 2 | 4 | 3 | 3 | 5 | 3 | 8 | |
| G | 23 | 11 | 23 | 25 | 21 | 36 | 23 | 15 | |
| H | 8 | - | 10 | 8 | 11 | 7 | - | 12 | |
| I | 4 | 9 | 3 | 4 | 1 | 1 | - | 8 | |
| J | 4 | 6 | 3 | 3 | 7 | 7 | 6 | 4 | |
| K | 9 | 4 | 9 | 11 | 11 | 8 | 3 | 3 | |
| L | 3 | 6 | 5 | 2 | 2 | 3 | - | - | |
| DK | - | - | - | - | - | - | - | - | |
| | 101 | 100 | 101 | 100 | 100 | 100 | 100 | 102 | |

DEPARTMENTAL GROUP AND OCCUPATION.

| | A | B | C | D | E | F | G | H | I | J | K | L | DK | Total |
|------------------|-----|----|-----|-----|----|----|-----|----|----|----|----|----|----|-------|
| Comp. | 105 | | | | | | | | 1 | | | | | 106 |
| Proof Read. | | | | | 1 | 1 | | | 34 | | | | | 36 |
| Stereo Electro. | | 6 | | | | | | | | | | | | 6 |
| Type Cast | | | | | | | | | | | | | | 0 |
| Proc. Eng. | | 1 | | | | | | | | | | 27 | | 28 |
| Photo Grav. | | | | | 15 | | | | | | | | | 15 |
| Litho. | | | | 36 | | | | | | | | | | 36 |
| Print W'hsing | | | | | | | | | | | | | | 0 |
| Eng. Dies | | | | | | | | 1 | | | | | | 1 |
| Book Binding | | | | 2 | | | 25 | | | | | | | 27 |
| Ruling | | | | | | | 3 | | | | | | | 3 |
| Cutting | | | | | | 1 | 3 | 1 | | 1 | | | | 6 |
| L/P,M/C, minding | | 4 | 55 | | | 2 | | 2 | | | | | | 63 |
| Artistry | | 7 | | | | | | | | | | | | 7 |
| Photo Litho. | | 18 | | | | | | | | | | | | 18 |
| FHS (Printing) | 15 | | 8 | 3 | | 10 | 10 | 2 | | | | 1 | | 49 |
| FHS (non-p) | 4 | 1 | 1 | 1 | | | 1 | | | 6 | 39 | 1 | | 54 |
| Clerk | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 4 | | | | 15 |
| Packer | | | | | | | | 1 | | 5 | | | | 6 |
| DK | 26 | 7 | 61 | 62 | 12 | 17 | 182 | 71 | | 27 | 50 | 3 | 3 | 521 |
| Total | 151 | 45 | 126 | 105 | 29 | 32 | 227 | 79 | 36 | 43 | 89 | 32 | 3 | 997 |

| | Whole | A | B | C | D | E | F | G | H | I | J | K | L | DK |
|-----------------|-------|-----|-----|-----|-----|----|----|-----|-----|-----|-----|-----|-----|-----|
| Comp. | 11 | 70 | | | | | | | | 3 | | | | |
| Proof Reader | 4 | | | | | 3 | 3 | | | 94 | | | | |
| Stereo Electro | 1 | | 13 | | | | | | | | | | | |
| Type Cast | 0 | | | | | | | | | | | | | |
| Proc. Engraver | 3 | | 2 | | | | | | | | | | 85 | |
| Photo Gravure | 2 | | | | | 52 | | | | | | | | |
| Litho. | 4 | | | | 34 | | | | | | | | | |
| Print W'hsing | 0 | | | | | | | | | | | | | |
| Eng. Dies | 0 | | | | | | | | 1 | | | | | |
| Book Binder | 3 | | | | 2 | | | 11 | | | | | | |
| Ruling | 0 | | | | | | | 1 | | | | | | |
| Cutting | 1 | | | | | | 3 | 1 | 1 | | 2 | | | |
| L/P,M/C, minder | 6 | | 9 | 44 | | | 6 | | 3 | | | | | |
| Artistry | 1 | | 16 | | | | | | | | | | | |
| Photo Litho | 2 | | 40 | | | | | | | | | | | |
| FHS (printing) | 5 | 10 | | 6 | 3 | | 31 | 4 | 3 | | | | | 3 |
| FHS (non-p) | 5 | 3 | 2 | 1 | 1 | | | | | | 14 | 44 | | 3 |
| Clerk | 2 | 1 | 2 | 1 | 1 | 3 | 3 | 1 | 1 | 3 | 9 | | | |
| Packer | 1 | | | | | | | | 1 | | 12 | | | |
| DK | 52 | 17 | 16 | 48 | 59 | 41 | 53 | 82 | 90 | | 63 | 56 | 9 | 100 |
| Total | 103 | 101 | 100 | 100 | 100 | 99 | 99 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

LOST TIME CATEGORY AND OCCUPATION.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | Total |
|------------------|----|-----|-----|-----|----|----|----|----|-----|-------|
| Comp. | 6 | 38 | 16 | 20 | 1 | 3 | 4 | | 18 | 106 |
| Proof Read. | 8 | 8 | 5 | 2 | 1 | | 3 | 1 | 8 | 36 |
| Stereo Electro. | 2 | 2 | | | | 1 | | | 1 | 6 |
| Type Cast | | | | | | | | | | 0 |
| Proc. Eng. | 3 | 14 | 3 | 3 | 2 | | | 2 | 1 | 28 |
| Photo Grav. | 2 | 7 | 1 | 2 | 1 | | | 1 | 1 | 15 |
| Litho. | 2 | 6 | 7 | 4 | 4 | | | 1 | 12 | 36 |
| Print W'hsing | | | | | | | | | | 0 |
| Eng. Dies | | | | 1 | | | | | | 1 |
| Book Binding | | 14 | 1 | 5 | 3 | 1 | | 2 | 1 | 27 |
| Ruling | | 2 | | | | | | | 1 | 3 |
| Cutting | | 4 | 2 | | | | | | | 6 |
| L/P,M/C, minding | 10 | 17 | 11 | 9 | 2 | | | 1 | 13 | 63 |
| Artistry | | | | 3 | | 1 | 1 | 1 | 1 | 7 |
| Photo Litho. | | 2 | 1 | 9 | 1 | 2 | | 1 | 2 | 18 |
| FHS (Printing) | 6 | 14 | 7 | 9 | 4 | 2 | 3 | 2 | 2 | 49 |
| FHS (non-p) | 2 | 21 | 8 | 11 | 3 | 1 | 2 | | 6 | 54 |
| Clerk | 2 | 5 | | 3 | 1 | | | | 4 | 15 |
| Packer | 1 | 3 | | 1 | 1 | | | | | 6 |
| DK | 47 | 152 | 84 | 97 | 49 | 21 | 13 | 16 | 42 | 521 |
| Total | 91 | 309 | 146 | 179 | 73 | 32 | 26 | 28 | 113 | 997 |

PERCENTAGE.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | DK | NA | Whole |
|------------------|-----|-----|-----|-----|----|----|-----|-----|-----|-------|
| Comp. | 7 | 12 | 11 | 11 | 1 | 9 | 15 | | 16 | 11 |
| Proof Read. | 9 | 3 | 3 | 1 | 1 | | 12 | 4 | 7 | 4 |
| Stereo Electro. | 2 | 1 | | | | 3 | | | 1 | 1 |
| Type Cast | | | | | | | | | | 0 |
| Proc. Eng. | 3 | 5 | 2 | 2 | 3 | | | 7 | 1 | 3 |
| Photo Grav. | 2 | 2 | 1 | 1 | 1 | | | 4 | 1 | 2 |
| Litho. | 2 | 2 | 5 | 2 | 5 | | | 4 | 11 | 4 |
| Print W'hsing | | | | | | | | | | 0 |
| Eng. Dies | | | | 1 | | | | | | 0 |
| Book Binding | | 5 | 1 | 3 | 4 | 3 | | 7 | 1 | 3 |
| Ruling | | 1 | | | | | | | 1 | 0 |
| Cutting | | 1 | 1 | | | | | | | 1 |
| L/P,M/C, minding | 11 | 6 | 8 | 5 | 3 | | | 4 | 12 | 6 |
| Artistry | | | | 2 | | 3 | 4 | 4 | 1 | 1 |
| Photo Litho. | | 1 | 1 | 5 | 1 | 6 | | 4 | 2 | 2 |
| FHS (Printing) | 7 | 5 | 5 | 5 | 5 | 6 | 12 | 7 | 2 | 5 |
| FHS (non-p) | 2 | 7 | 5 | 6 | 4 | 3 | 8 | | 5 | 5 |
| Clerk | 2 | 2 | | 2 | 1 | | | | 4 | 2 |
| Packer | 1 | 1 | | 1 | 1 | | | | | 1 |
| DK | 52 | 49 | 58 | 54 | 67 | 66 | 50 | 57 | 37 | 52 |
| Total | 100 | 103 | 101 | 101 | 97 | 99 | 101 | 102 | 102 | 103 |

SERVICE AND RACE/SEX.

| | <u>WHITE</u> | | <u>COLOURED</u> | | Total |
|-----|--------------|-------|-----------------|-------|-------|
| | Men | Women | Men | Women | |
| -5 | 233 | 13 | 234 | 117 | 597 |
| -10 | 83 | 8 | 86 | 51 | 228 |
| -15 | 18 | 2 | 26 | 6 | 52 |
| -20 | 16 | 4 | 16 | 6 | 42 |
| -25 | 15 | 1 | 10 | 3 | 29 |
| -30 | 9 | - | 7 | 3 | 19 |
| -35 | 10 | 1 | 1 | 1 | 13 |
| -40 | 3 | - | 4 | - | 7 |
| -45 | 5 | - | 1 | - | 6 |
| -50 | - | - | 2 | 1 | 2 |
| +50 | - | - | - | - | - |
| DK | 1 | - | - | 1 | 2 |
| | 393 | 29 | 387 | 188 | 997 |

| | | Whole | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | +50 | DK |
|--------------------------------------|-------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| W H I T E | men | 39 | 39 | 36 | 35 | 38 | 52 | 47 | 77 | 43 | 83 | - | - | 33 |
| | women | 3 | 2 | 4 | 4 | 10 | 3 | - | 8 | - | - | - | - | - |
| C O L O U R E D | men | 39 | 39 | 38 | 50 | 38 | 35 | 37 | 8 | 57 | 17 | 100 | 100 | 33 |
| | women | 19 | 20 | 22 | 12 | 14 | 10 | 16 | 8 | - | - | - | - | 33 |
| | | 100 | 100 | 100 | 101 | 100 | 100 | 100 | 101 | 100 | 100 | 100 | 100 | 99 |

fig. 59

WAGE AND SERVICE.

| | -5 | -10 | -15 | -20 | -25 | -30 | -35 | -40 | -45 | -50 | +50 | DK | Total |
|--------------|------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|------------|
| 9 | 1 | 2 | - | 3 | 4 | 2 | 2 | - | 1 | - | - | - | 15 |
| 8 | 1 | 2 | - | - | 1 | - | - | - | - | - | - | - | 4 |
| 7 | 10 | 12 | 5 | 5 | 4 | 3 | 1 | 2 | - | - | - | - | 42 |
| 6 | 66 | 42 | 10 | 8 | 3 | 3 | 2 | 2 | 1 | - | - | - | 137 |
| 5 | 35 | 16 | 2 | 4 | 4 | 3 | 1 | 2 | 3 | 1 | - | - | 71 |
| 4 | 34 | 23 | 6 | 2 | 2 | 4 | - | - | - | 1 | - | - | 72 |
| 3e | 10 | 19 | 5 | 8 | 6 | 2 | 5 | 1 | - | - | - | - | 56 |
| 3b | 174 | 92 | 21 | 10 | 4 | 1 | 1 | - | - | - | - | 1 | 304 |
| 3a | 64 | 3 | 2 | - | - | - | 1 | - | 1 | - | - | - | 71 |
| 2 | 166 | 14 | - | 1 | 1 | 1 | - | - | - | - | - | 1 | 184 |
| 1 | 25 | 1 | - | - | - | - | - | - | - | - | - | - | 26 |
| DK | 11 | 2 | 1 | 1 | - | - | - | - | - | - | - | - | 15 |
| Total | 597 | 228 | 52 | 42 | 29 | 19 | 13 | 7 | 6 | 2 | - | 2 | 997 |

| | Whole | 9 | 8 | 7 | 6 | 5 | 4 | 3c | 3b | 3a | 2 | 1 | DK |
|-----|-------|-----|-----|-----|----|-----|-----|-----|----|----|-----|-----|-----|
| -5 | 60 | 7 | 25 | 24 | 48 | 49 | 47 | 18 | 57 | 90 | 90 | 96 | 73 |
| -10 | 23 | 13 | 50 | 29 | 31 | 23 | 32 | 34 | 30 | 4 | 8 | 4 | 13 |
| -15 | 5 | - | - | 12 | 7 | 3 | 8 | 9 | 7 | 3 | - | - | 7 |
| -20 | 4 | 20 | - | 12 | 6 | 6 | 3 | 14 | 3 | - | 1 | - | 7 |
| -25 | 3 | 27 | 25 | 10 | 2 | 6 | 3 | 11 | 1 | - | 1 | - | - |
| -30 | 2 | 13 | - | 7 | 2 | 4 | 6 | 4 | - | - | 1 | - | - |
| -35 | 1 | 13 | - | 2 | 1 | 1 | - | 9 | - | 1 | - | - | - |
| -40 | 1 | 7 | - | 5 | 1 | 3 | - | 2 | - | - | - | - | - |
| -45 | 1 | - | - | - | 1 | 4 | - | - | - | 1 | - | - | - |
| -50 | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - |
| +50 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DK | - | - | - | - | - | - | - | - | - | - | 1 | - | - |
| | 100 | 100 | 100 | 101 | 99 | 100 | 100 | 101 | 98 | 99 | 102 | 100 | 100 |

fig. 50

AGE AND RACE/SEX.

| | <u>WHITE</u> | | <u>COLOURED</u> | | Total |
|-----|--------------|-------|-----------------|-------|-------|
| | Men | Women | Men | Women | |
| 20 | 99 | - | 47 | 39 | 185 |
| 25 | 74 | 4 | 77 | 51 | 206 |
| 30 | 36 | 3 | 95 | 44 | 173 |
| 35 | 38 | 4 | 44 | 16 | 102 |
| 40 | 32 | 6 | 40 | 12 | 90 |
| 45 | 24 | 5 | 29 | 11 | 69 |
| 50 | 27 | 3 | 16 | 6 | 52 |
| 55 | 32 | 2 | 18 | 5 | 57 |
| 60 | 14 | 1 | 10 | 3 | 28 |
| 65 | 12 | 1 | 7 | 1 | 21 |
| 70 | 1 | - | 1 | - | 2 |
| 70+ | 2 | - | 2 | - | 4 |
| DK | 2 | - | 1 | - | 3 |
| | 393 | 29 | 387 | 133 | 997 |

AGE

| | Whole | -20 | -25 | -30 | -35 | -40 | -45 | -50 | -55 | -60 | -65 | -70 | 70+ | DK |
|----------------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| White Men | 39 | 54 | 36 | 20 | 37 | 36 | 35 | 52 | 56 | 50 | 57 | 50 | 50 | 67 |
| White Women | 3 | - | 2 | 2 | 4 | 7 | 7 | 6 | 4 | 4 | 5 | - | - | - |
| Coloured Men | 39 | 25 | 37 | 53 | 43 | 44 | 42 | 31 | 32 | 33 | 33 | 50 | 50 | 33 |
| Coloured Women | 19 | 21 | 25 | 25 | 16 | 13 | 16 | 12 | 9 | 11 | 5 | - | - | - |
| | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 101 | 101 | 101 | 100 | 100 | 100 | 100 |

APPENDIX IIGLOSSARY

(1) CHAPEL: The Cape Times Parow Chapel is the local branch of the Typographical Union. Separate chapels are established in each printing house falling under the jurisdiction of the Union. The name, it is said, dates back to the days when printing was mainly the monopoly of monastic institutions. Similarly what in other industries would be called shop stewards are chapel-committee members and this committee has a Father-of-the Chapel, and a Deputy Father, and a Clerk-of-the-Chapel instead of a chairman, vice chairman and secretary.

Payment of chapel dues, as distinct from Typographical Union payments, are voluntary and are open to grades I and II and to apprentices.

(2) COMPOSITOR'S STICK: The metal bracket into which the hand compositor puts the type which he picks up.

(3) FISH GLUE: This is the term used for a light sensitive emulsion of albumen and ammonium bichromate. It is used for coating zinc plates to enable an image, such as a photographic negative, to be "printed down" onto it.

(4) PROGRESS DEPARTMENT: At any one time there are between 1000 and 1500 orders in the factory, each with a customer who requires its completion at a certain date. Each job requires handling by at least four different administrative departments (order, progress, counting, despatch) in addition to the various factory departments which have to process it. The function of the progress department is to see that it moves from department to department on schedule.

(5) PULL: To make a proof is to take a "pull". A "pull" is such a proof. The word is also used as a verb: to pull a proof.

(6) TYPE: The actual metal characters which are set by a compositor.

(7) TYPE MATTER: The matter printed from type. It may be text, in the case of a book, or captions and text in an advertisement, for example.

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APPENDIX IV

SENTIMENTS OF EXCLUSIVENESS TOWARD CRAFT KNOWLEDGE⁽¹⁾

The conversation recorded below took place at lunch one day when I was present. The speakers were:

- A An office worker, previously a journeyman
- B Head of an office department with a background wholly
- C in the administrative side of printing.
- C A salesman, formerly a journeyman

A had asked B to speak at a meeting of the Association of Printing House Craftsmen.

B (cynically): How much?

A (laughing): Oh you don't get paid. The association is a society for the promotion of the sharing of knowledge - open to anyone who works in a firm connected with printing. You might be interested in joining.

B (smiling cynically): Shakes his head.

C: I don't approve - if it was an association for sharing knowledge, well and good but what it amounts to is an association where non practical men pick the brains of practical craftsmen. Then in a few years time they get the cushy jobs and the other fellows are still on the bench.

B: That's right and it happens in just such a firm as this - they don't promote practical men.

A: Well I think people like you (turning to C) should join the association so that it would have a higher percentage of practical men in it.

C: (heatedly): Oh no. I totally disapprove.

A: You should, you know. Lack of sufficient support by practical men has led to the admission of others.

C: Shakes his head and the conversation turns to other topics.

(1) See chapter IX

TALK OF THE TIMES



**JUNE
1957**

HOUSE MAGAZINE OF THE CAPE TIMES LIMITED



THIS splendid picture, featured on the front page of the Cape Times recently, was taken by Reporter Cedric Wright, who is a frogman, about 20 feet down in the Atlantic three miles off Kommetjie.

It shows Able Seaman J. G. Bantjes, of the SAS Vrystaat, guiding electronic apparatus to the seabed 170 feet down. With the apparatus University of Cape Town scientists will measure the velocity, magnitude and direction of ocean swells as part of South Africa's International Geophysical Year programme.

In our cover picture, taken by Staff Photographer Jock Webster, Mr. Wright is seen descending a ladder from a motor launch with his underwater camera just before he dived to take his picture of Able Seaman Bantjes.

What happened then is related by Mr. Wright on the opposite page.

Easier Access

PEOPLE who usually travel by car to our Parow works from Cape Town are finding the journey much easier because of the new 80-foot ring road which links the Parow North road with the national road.

The new Stewart Street bridge over the railway line at Goodwood has made access to the factory easier also for those who drive there from Cape Town's southern suburbs.

Motorists can now avoid the notorious Pine-lands level crossing by driving either through Thornton or by way of Gunner's Circle.

MINE JOURNAL'S PICTURES SHOW TIMES WORKERS

THREE pages of the April issue of *Roan Antelope*, a monthly magazine published by Roan Antelope Copper Mines Ltd., Luanshya, Northern Rhodesia, for the interest of its employees, are devoted to a picture story of how the magazine is produced by the Cape Times Ltd.

Nine excellent pictures, most of them taken at our Malvern works, illustrate the feature. Some show Mr. Fred Mason, Malvern Works Manager, and Mr. Arthur Callahan discussing copy; Mr. Les Williams, overseer in the Composing Department, handing copy to Mr. H. A. Clarke; Mr. P. B. Fourie, a compositor, making up pages; Mr. J. Green locking up the pages in chases; and Mr. Mark Rushton examining a sheet as it comes off a two-colour machine.

Others show Mrs. M. Allison working a folding machine; Mr. R. S. Wickins trimming copies of the magazine to size on a three-sided trimmer; Mr. H. R. King preparing a block in the Parow Process Department for fine etching; and Mrs. J. Bruigom, of the Dispatch Department, inserting a copy of the magazine into an envelope.

Elected Typo Union Trustee

WE congratulate Mr. W. J. Cochius, of our Burg Street Stereo Department, on his election as a trustee of the Cape Town branch committee of the South African Typographical Union.

Another member of the Burg Street Stereo staff, Mr. G. P. Seaton, has been elected to the branch committee, and Mr. W. R. I. Rouse, of our Burg Street Reading Department, has been re-elected to the committee.

To them, too, we offer congratulations. Mr. Seaton is Father of our News Chapel, and Mr. Rouse a former Father.

The winning speech is always the one with a good beginning and a good ending—both as close together as possible.

How Reporter-Frogman Got a Magnificent Picture

By CEDRIC WRIGHT, Editorial Department

ABLE SEAMAN J. G. BANTJES stepped off the diving ladder and spiralled down into the blue water beneath the boat. I sat on the deck watching the bubbles from his breathing apparatus blossoming at the surface. I shuddered.

Once they had seen A.B. Bantjes off safely, the Navy men turned to me. Excuses began to run through my mind. This thing had started as a boastful lark, and now I had committed myself to diving into the cold Atlantic Ocean miles from anywhere in the vague hope of "shooting" a frogman at work beneath the sea.

"I'll take my underwater camera along with me," I had told the News Editor when I was assigned to cover the recent South African Navy frogmen operation off Kommetjie.

"Good idea," he had replied, as though preoccupied with other things. "Now you had better arrange for the car to pick you up early . . ."

So here I was, sitting on a launch three miles from shore in a bathing costume, nervously clutching the heavy copper case containing my camera.

Everyone looked at me. It was my cue. I pulled on frogfeet and mask. Photographer Jock Webster was there to give me a few words of encouragement before I dropped into the water.

Grotesque Beauty

It was cold, and the water was the bluest I have ever seen. I was entranced as I looked down and saw A.B. Bantjes 20 ft. below me, hovering near the scientific apparatus which was being lowered to the seabed, 170 feet down.

His job was to check that it had entered the water properly and that none of the ropes and cables were tangled. His secondary job was to "hold it" while I shot a picture.

I was so engrossed in looking at him and admiring the grotesque beauty of the scene that I forgot about the current. In a few seconds I had been swept past the stern of the launch.

The swim back almost exhausted me. I was puffing and blowing—in no shape to undertake the long, steady dive necessary to take a picture.

I took a long breath and went down. Ten



THIS strikingly clear seabed picture was taken at Miller's Point by Mr. Wright with his underwater camera. He uses a standard Super Ikonta camera in a home-built copper case which cost him £8 to construct.

The case is pressurized to stand up to underwater work. It is the result of five years of experimenting, in which two cameras were ruined by seawater and three copper cases were discarded as unsuccessful.

feet, 15, 20 and I was alongside the frogman, but losing position in the current. I sighted the camera and pressed the button. Nothing happened. I shot to the surface and gulped fresh air. Then I dived again.

Able Seaman Bantjes was feeling the cold by the time I made my third attempt. I swam to the diving ladder for a breather, and checked the camera through the glass panel in front of the lens.

As I had suspected, the plunger had become disengaged from the camera button. I adjusted it, while the watching Navy men began to look professionally bored.

The fourth dive had to be it. I was nearly exhausted, the waiting frogman was cold, and the Navy wanted to get on with the job.

I plunged down again, holding the camera in front of me. I reached my subject and fired.

U.C.T. PRIZE FOR SON OF FORMER CHIEF SUB.

WE congratulate Mr. John Cloughton, 19, only son of the late Mr. G. E. Cloughton, who was Chief Sub-Editor of the *Cape Times* when he died in 1954, on winning the Laurence Prize of £25 for Greek at the University of Cape Town.

After getting a first-class pass in the Cape Senior Certificate examination at the end of 1954, Mr. Cloughton worked for an insurance company for a year and then went to the University of Cape Town to study for its B.A. degree.

In his first year there he won class medals for Latin and Greek, and now he has gained the further distinction of being awarded the Laurence Prize.

He lives with his mother in Three Anchor Bay.

A resounding "click" told me that this time the camera had worked.

Jock was there to help me back on board. "Nice work, boy," he said.

I did not have much hope that I had got a usable picture, and soon forgot about it in the excitement of the main event—the descent by two frogmen to the Atlantic seabed to check the result of the operation.

Here it was that Jock went to work with his Speed Graphic, recording their dive and the rest of the operation in fine pictures which later made a full page (an unusual event these days) in the gravure section of the *Cape Times Week-end Magazine*.

On our return to the office we headed for a darkroom and Jock started to develop my 120 HP3 spool with its solitary exposure. I was only half interested, and was startled when Jock switched on the darkroom light, examined the negative and yelled: "We've got it!"

I peered over his shoulder, and there, solidly recorded in the emulsion, was Frogman Bantjes and the scientific apparatus under the sea.

There was great excitement in the office when Photographic Printer Jim Nomdo brought down the enlarged prints.

I was embarrassed by the acclaim and the rare honour of having my name used in the front-page caption because, after all, that picture really *was* a fluke!



MISS BETTY HANDLEY-SMITH, who sailed for England in the *Capetown Castle* on May 3 after 12½ years with the *Cape Times*.

For the first 10 years she was typist to Mr. Edgar Lipsett, Advertisement Manager, and for the last 2½ years cashier in St. George's Street. She plans to work at Ilkley, in her home county of Yorkshire. We wish her every happiness. Miss Ann Stolk has taken her place as cashier.

Miss Handley-Smith entertained colleagues at a farewell champagne party in the Accounts Department on April 30 and a cheque as a gift from them was handed to her there by Mr. C. G. Cawcutt, Manager of the Accounts Department.

Earlier Mr. Cawcutt has presented a teaset to Miss Yvonne Chamly as a farewell gift from her Accounts Department colleagues on her departure to spend a few months with her parents before marrying. She was with us for a year.

A concert was being held in a village school-room and it was Sandy's turn to give his bagpipe solo. When he had finished and the applause had died down, a voice from the back shouted: "Give us 'Annie Laurie', Sandy!"

"What?" asked Sandy, surprised and flattered, "Again?"

* * * *

A man wrapped up in himself is a very small bundle.

SUPERVISORS' PROBLEMS

UNDER a new arrangement by the National Development Foundation, firms can arrange to have as many seminars, lectures, courses or films as they wish provided the necessary material is available.

We have started a first seminar as part of a comprehensive plan to provide training for a large number of our young employees, the aim being to give them opportunities for qualifying for advancement in the future when the occasion arises.

The first seminar is on techniques for identifying and solving day-to-day problems in supervision. Fifteen members of our Parow works staff are attending.

From Our Parow Works

They are: Mr. E. A. Catesby, Printing Manager; Mr. C. Hemy, personal assistant to the Printing Manager; Mr. R. R. Brooks, Parow Office; Mr. C. Middleton, Binders; Mr. D. Clark, Letterpress Machine Room; Mr. L. Bayman, Parow Office; Mr. I. G. Fraser, Greeting Cards; Mr. A. Heyns, Paymaster; Mr. N. Kielblock, Binders; Mr. S. Nichols, Comps.; Mr. C. Merrifield, Boxmaking; Mr. L. Taylor, Comps.; Mr. D. Patterson, Litho.; Mr. E. Gardiner, Binders; and Mr. R. Sabatta, Comps.

Also attending, by invitation, are employees from Plywoods Ltd. and Royal Baking Powder (Pty.) Ltd.

This seminar consists of ten lessons of

instruction, each followed by nine series of questions. To enable everybody taking part to have an opportunity to air his views at question time, the participants break up into two groups under group leaders. The groups then report their findings to each other.

The course, although elementary, is very complete, and the notes and appendices are very helpful.

The main difficulty that arises with any such course is for the pupils to apply its lessons during the working hours. This can be overcome by pupils bringing their problems to the meetings for discussion at question time, when the group can help to solve an actual problem.

Plays for Province

NEWCOMER to the ranks of the prominent sportsmen on our staff is George Martin, Clyde and Western Province soccer left back, who joined our Burg Street Linotype Department last month.

He has been playing soccer for Western Province for two or three seasons. He was a member of the Western Province team which won the Currie Cup two years ago and of the team which played Wolverhampton Wanderers on May 15.

Also an able cricketer, he has often played in Alma's first team.



The 15 members of our Parow works staff who are attending a National Development Foundation seminar on techniques for identifying and solving day-to-day problems in supervision are in this group of 20 participants.

When the Cape Times Printers Went on Strike

THIS month Mr. T. J. (Tommy) Taylor, Deputy Printer in the Burg Street Composing Department, completes 50 years' continuous service with the Cape Times.

Recently he had a serious operation, from which we trust he will have recovered fully by the time this appears in print.

We wrote asking him to record some of the highlights of his half-century with the firm. Writing from his sickbed, he replied:

Given the power to concentrate, I could tell enough stories to fill a full page of the newspaper, but for me the greatest highlight of my 50 years with the *Cape Times* was the 1911 strike, from which flowed benefits that we all now enjoy.

When a non-Union compositor named Stone was given employment in the Keerom Street works of the Cape Times the rest of the printing staff threatened to stop work unless he joined the Typographical Union. As he refused to do this, everyone downed tools.

The strike lasted several weeks. I can still remember marching down Adderley Street behind a huge banner bearing the words: "We asked for bread and they gave us Stone."

Interesting Personalities

Among the many interesting personalities I have worked with on the *Cape Times* were John Runcie, the poet, and Editors Sir Maitland Park, B. K. Long (whose classic reply to the Nationalists, when they were previously in power, is still remembered: "The answer is in the plural and it bounces"), and G. H. Wilson.

In this group also is our present Editor, Victor Norton. Among many other members of the editorial staff whom I remember well were lovable Johnny Cowan, likeable Lawrie van der Post, and Tom Smith, who hardly ever had to cut a line to make his motoring pages fit.

And, of course, on the composing floor there was Bob Ross, the Printer, who would not take an inch of copy after 11 p.m.

The best attitude is keep-at-it-ude.

CITY WITHOUT ITS MORNING NEWSPAPER

THE printers' strike of 1911 started on May 8. The next day the *Cape Times* consisted merely of a narrow sheet three columns wide, shorter than the usual depth of the newspaper and printed only on one side.

It contained no general news and was issued free. In it the *Cape Times* management set out the causes of the dispute and explained why it had refused to dismiss Stone, as demanded by the Typographical Union.

It was the first time that Cape Town had had no morning newspaper since the establishment of a daily Press in South Africa.

The sheet reported that all the other master printers of Cape Town had decided the day before to place their staffs at the disposal of the *Cape Times* and that, if their men refused to handle *Cape Times* copy, they would be dismissed instantly. The men did refuse to set *Cape Times* copy and the strike became general.

On May 10 the *Cape Times* appeared in its usual form but with only four pages—two days before it had 12 pages. On May 12 it had eight pages.

SECOND WIND

A FAMOUS track coach once said that the second wind comes to a runner about half-way in the race, when the race really develops into a contest.

Watch a mile race. At the quarter, all of the runners are going strongly. At the half, they begin to spread out and often they falter and appear almost ready to collapse.

Then suddenly they get their second wind and come to life as if they had been given a strong stimulant. They have more confidence and power.

Like runners, good salesmen are successful because they hang on until they get their second wind. The weaker salesmen are easily discouraged and quit before the second wind comes to their rescue.

Calling a man a crank may be a compliment. Cranks, after all, are what start things turning.

Poetic Printer With a Flair for Winning Prizes

COLLEAGUES of Mr. Tommy Taylor, *Cape Times* Deputy Printer, have many anecdotes to tell about him. Here are a few contributed by the Printer, Mr. David Johnston:

Tommy has won a number of prizes for verse and word-building competitions, including the first prize of £50 in a South African medical journal.



Mr. T. J. Taylor recently he received a cheque for £282 from Vernon's Pools, and he hopes soon to celebrate his 50 years with the Cape Times with the bumper dividend of £75,000.

"The best advice I ever gave to anyone," says Tommy, "was to the Printer when he had

one of his Scottish hunches and picked the winners of the Derby and the July Handicap in the same year, each at 33-1.

"If he had done what I advised him to do, instead of winning just £980 he would have won enough to be able to live comfortably ever after and buy a new Buick every year—and, of course, leave me all his old ones."

If I had taken Tommy's advice, I would have won about £30,000—but I didn't want to take the risk.

Not to be Bribed

One night a man came with a late death notice and asked Tommy to put it on page one, as the deceased was a famous man in his community. Tommy explained that this was impossible; the notice could only go on page three.

There was a long pause while Tommy continued writing the advert. Then the customer said: "You get plenty of meat just now—yes, no?" (Meat was scarce.) "We don't do so badly," said Tommy.

Another pause. Then, confidentially, the customer whispered: "You put notice on front page, and I bring you half a sheep to-morrow." "Your notice is going on page three," growled

Tommy, "even if you bring me half an elephant."

Another story about Tommy, told by Editorial colleagues, concerns an occasion when his dry sense of humour caused a terrific "flap" that extended as far as Parow.

Mrs. Gertrude Cooper, then head of the Women's Department, went down to the Composing Department late one afternoon with about a column of copy and captions for nine pictures attached to the layout for a gossip page to be made up by the compositors the next day.

Tommy was always pulling Mrs. Cooper's leg (figuratively) and, when she handed him the copy and layout sheet, he jokingly dumped them in a wastepaper basket at his desk. Just then he was called away and, by the time he returned, he had forgotten all about the copy and layout.

The next morning Mr. A. N. Burt, Day Foreman in the Composing Department, was amazed to find no gossip copy and layout waiting for him when he came on duty. He looked every where but could not find them.

He concluded that Mrs. Cooper had not got them ready in time. When she arrived later another hunt for the missing material started. It, too, was unsuccessful.

Suddenly Remembered

Then suddenly Mrs. Cooper remembered the wastepaper basket incident. There followed a frantic search through wastepaper that had been cleared by the cleaners from all the Burg Street floors and was awaiting dispatch by lorry to Parow for baling preparatory to being sent to a paper mill. Still no trace could be found of the layout and copy.

An office car was sent to Wynberg to bring Tommy in from his home. That move produced the culprit but not the copy. Then it was suggested that some of the wastepaper may already have been removed to Parow.

The search was concentrated there and, just before lunch, the copy was found still attached to the layout sheet. They were in a pile of paper that was about to go into a baling press.

Tommy and Mrs. Cooper breathed sighs of relief—and the gossip page duly appeared the next day.

SEX APARTHEID IN TABLE TENNIS LEAGUE

THIS year the annual inter-departmental table tennis league for our city staff—it started early in May—has been reorganized. There are now separate men's and women's leagues, each containing five teams. More than 30 players are expected to take part.

The men's section has teams from the Linotype, Accounts and Advertisement Departments, and, as newcomers, teams from the Trade Ads. Department and the night staff. In the women's section the Accounts and Directory Departments each have two teams and the Advertisement Department one.

Trade Ads. got off to a good start in the men's section when they beat Advertising 3—2. W. Maritz accounted for F. Petersen 21—7, 21—9, and R. Page 21—5, 21—12, but L. Dreyer lost to Page 6—21, 7—21, and to Petersen 8—21, 13—21. In the doubles match the Trade Ads. pair combined well to win 21—14, 21—15.

Linotype, the defending champions, thrashed Night Staff 4—1. Rock 'n Roll L. Godwin jumped to good advantage to take the first set off S. Evans on deuce, but Evans took the next two sets 21—15, 21—10.

First Appearance

P. Mortimer, making his first appearance in the league, was easily beaten by veteran H. Fick 21—11, 21—7. Fick also beat Evans 21—9, 21—18. Godwin scored the deciding point when he beat Mortimer 21—15, 21—15 in a well contested game.

On May 8 Advertising beat Accounts 3—2. Maritz beat K. Luger 21—15, 21—17, and A. Basson 21—5, 21—5. Dreyer lost to Luger 12—21, 9—21, and, in a fantastic game, to Basson 13—21, 21—12, 21—23. As expected, the doubles went to the Advertising pair 21—17, 21—15.

On May 9 Trade Ads. pulled off a close 3—2 win against Linotype. Fick had easy wins against Page (21—11, 21—14) and Petersen (21—9, 21—5). Godwin lost to Petersen 14—21, 5—21, and to Page 21—11, 18—21, 18—21. In the doubles the Trade Ads. pair were again invincible, winning 21—14, 21—16.



JACKIE MEKLER finishes strongly, well ahead of his nearest rival. His time in winning the South African marathon title at Queenstown at Easter set a new Border record and should enhance his chances of selection for the Empire Games to be held in Cardiff, Wales, next year. Mr. Bob Dalgleish, also of our Johannesburg Sales Department, made the trip to Queenstown to watch the marathon.

WON MARATHON TITLE

WE congratulate Jackie Mekler, of our Johannesburg sales staff and formerly a compositor at our Malvern works, on his success in winning the South African marathon championship at Queenstown on April 20 in 2hr. 33min. 6.8sec.

He was at his peak in 1954, when he won the South African marathon title as well as two Southern Transvaal marathons and came second in the Empire Games marathon.

But at the end of that year he suddenly lost form and, although he struggled hard to regain it, has only now been able to make a comeback. Second to him at Queenstown was another Springbok, Mercer Davies, who competed at the last Olympic Games.

After May 9 the log was:

| | P. | W. | D. | L. | F. | A. | P. |
|--------------------|----|----|----|----|----|----|----|
| Trade Ads. | 2 | 2 | 0 | 0 | 6 | 4 | 4 |
| Linotype | 2 | 1 | 0 | 1 | 6 | 4 | 2 |
| Advertising | 2 | 1 | 0 | 1 | 5 | 5 | 2 |
| Accounts | 1 | 0 | 0 | 1 | 2 | 3 | 0 |
| Night Staff | 1 | 0 | 0 | 1 | 1 | 4 | 0 |

Forced Landing in Tiger Moth With Dead Engine

By EVERT STEYN, Editorial Photographer

“**T**HANK heavens we’re still alive.” In these words, uttered with a sigh of relief, the pilot of a veteran Tiger Moth, in which he had taken me up to get pictures of a glider in flight over Fisantekraal Aerodrome on Good Friday, signified that he and I had just had one of the narrowest escapes of our lives.

The reason? The single engine of the Moth, which had towed the glider to a height of about 2,000 ft. before the tow-line was slipped, faltered and cut dead a split second after I had taken a close-up of the glider, and we were forced to make a powerless landing on the airstrip.

Luckily we were over the airfield when the engine “conked”, otherwise our arrival back on earth would have been a lot rougher. Fisantekraal is a heavily wooded area, and I hate to think what would have happened if we had come down in the trees.

Spun Down Rapidly

As it was, we made a perfect landing after spinning down rapidly from 2,000 ft.—the only sound the rushing of air through the wing struts.

Behind me, in the after cockpit, the pilot was frantically trying to get the engine restarted, but without success.

The funny part about all this is that I didn’t realize at the time that we were in trouble. Sitting deep in the front cockpit and unable to see that the propeller had stopped turning, I was surprised that we were coming down so soon and so quickly, for I had arranged beforehand with the pilot to fly around the glider for a while to enable me to get pictures from all angles.

It was only when we touched down and took an extraordinarily long run before stopping that I realized that something was amiss. Then the pilot uttered the words that confirmed that we had indeed been in trouble.

I’m beginning to wonder whether I’m a bit of a Jonah as far as aircraft are concerned. This was not the first time that this sort of thing had happened to me.

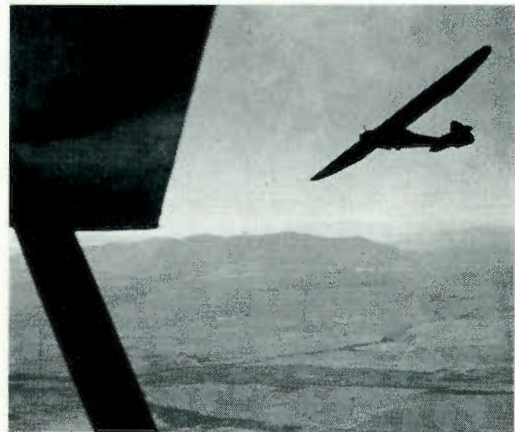
In 1953, when I was working on the *Volksblad* in Bloemfontein, I went up in a Piper Cub to get pictures of the Orange River in flood. Over Trompsburg the pilot noticed that the engine was not running as it should and told me he would have to make a forced landing as soon as possible.

After circling round the town to attract attention to the fact that we were in trouble, the pilot made a perfect landing on the Trompsburg golf course, by which time hundreds of people had arrived to see a possible “crack-up”.

Prayed Very Hard

I might add that I have never prayed so hard in my life as I did when we were spiralling down, with the engine cut, towards the golf course—which I did not see until we were almost on the ground. Shaken but relieved that I was still among the living, I telephoned my office to send a car for me and to tell my wife that she was not a widow yet.

The plane—needless to say without me as a passenger any longer—made a precarious take-off from the golf course about two hours later,



STAFF Photographer Evert Steyn took this picture of a glider in flight from a Tiger Moth—part of one of its wings can be seen on the left—a moment before the plane’s single engine cut out, necessitating a powerless forced landing on the Fisantekraal aerodrome.

Farewell to a Popular Woman Journalist

MRS. GERALDINE GARDINER, an efficient and popular member of the Women's Department staff for the past 4½ years, left us early last month as she is expecting a baby in July.

At a farewell party in the Burg Street tea-room on May 7 Mr. Victor Norton, Editor of the *Cape Times*, said that Mrs. Gardiner's Editorial colleagues regretted that the tendency of the human race to perpetuate itself was depriving them of her pleasant company and efficient services.

Her unfailing good humour had made her one of the most popular members of the staff. She had shown a remarkably high standard of professional competence both in her general work and in the film star page which she had started a couple of years ago. She would continue to do some of that work for us.

He handed Mrs. Gardiner a cheque as a farewell gift from her colleagues.

Her Successor

Mrs. Gardiner's place has been taken by Miss Barbara Leftwich, of Claremont, who previously worked for five months for a Cape Town firm which publishes trade journals.

Born in Johannesburg, she came to Cape Town about 1944 and attended first the Rustenburg Girls' High School and then the University of Cape Town.

At UCT she started studying fine art but, after a few months, switched to the B.A. course and got her degree at the end of last year.

For some time she was University correspondent for the *Cape Argus*. We trust that she will be very happy with us.

after the pilot had made the necessary engine repairs.

If I have any more experiences like this—and I sincerely hope I won't—I should imagine I would qualify automatically for a gliding licence. Frankly, though, I prefer to go by car these days.



MR. and Mrs. D. Idelsohn after their marriage in the Observatory Methodist Church on May 4. Mrs. Idelsohn, formerly Miss Jean Ledgerwood, is on the staff of our Accounts Department. We wish her and her husband every happiness.

Presentation Plate Mystery

ON October 31, 1919, Mr. T. G. Clark, then Accountant to the Cape Times Ltd., retired from the firm after serving it for 25 years.

Some friends on the staff gave him a farewell gift (we do not know what it was) bearing an inscribed silver plate. This plate was picked up in High Level Road, Sea Point, a few weeks ago by Mr. R. Jones, of Heathfield Road, Sea Point, who telephoned the *Cape Times* to report his find.

Mr. Clark died many years ago and we do not know where to get in touch with his relatives. The plate is now in the office of Mr. L. H. Freeman, our present Accountant, where it can be collected by anybody wishing to restore it to the Clark family.

When Mr. Clark retired he was succeeded by Mr. W. H. Lipsett. On the retirement of Mr. Lipsett in 1946, Mr. Freeman became Accountant. He joined the firm in 1918.

What was found to be an effective collection letter was sent out by a merchant in a small town. It read:

"If you don't pay me what you owe me, I'll tell your other creditors you did."

FORMER PRESSMAN STILL HALE AND HEARTY AT 83

THE other day I had news of an old colleague: all of us whose memories go back to "Captain Blood" will be pleased to hear that Eddie Smith, the old Government shift pressman, is still hale and hearty at the age of 83. I wonder if he still sees Arthur at the "Big Wheel?"

The male colleagues of Mrs. Dalebout, our woman Mono. keyboard operator, paid her a pleasing tribute recently on the occasion of her birthday: they gave her a bouquet. She was quite overwhelmed. Nice work, Ellie. It is quite the nicest present that a girl can get, isn't it?

In the past few weeks we have welcomed several newcomers to our floor.

Raymond de Gee is a new addition to our Mono. casters staff. He hails from Durban, where he established quite a name for himself as a lifesaver.

From Same U.K. Works

The jobbing side has acquired two new chums—Dennis Ransom and Alan Kingston. Both of them come from the same shop in England as did Trevor Davies, of our magazine section. Dennis has settled down in Stan Aldridge's old niche on the Ludlow machine.

An addition to our Lino. staff is Arthur Wells, who has joined us in the capacity of Lino. mechanic. Although Mr. Wells has come to us from another firm, he is no stranger, having previously worked in our Lino. Department at Burg Street in the same capacity.

To all these gentlemen we offer a hearty welcome. We hope that their stay with us will be a long and pleasant one.

Another new face in the Lino. Department is that of Keith le Noury, who evidently thinks that sitting at a keyboard is an easier job than setting trade ads.

Duggie Gordon was seen dishing out cigars recently. The reason: he is now the proud father of a bonnie son. Congratulations, Duggie. We hope that "junior" does not cause you too many sleepless nights.

Orange flags fluttered bravely in the breeze on April 30, when our large Netherlands contingent celebrated their Queen's birthday. The crack about being a day early for Labour Day was taken in good part.

Stuart Nichols has stepped into Godfrey Nieuwstadt's shoes in taking over our medical publications. He has quite a tradition to live up to as "Meneer" had more than 30 years' experience at the job. Never mind, Tubby, you will be O.K. provided you don't let the "doc" get you down.

Now on the Mend

The latest news of Jack le Roux is that he is on the mend and looking fine. May he soon be back on the line again. That's the best news I have heard for a long time, Jack. We'll be seeing you.

Our old friend "Booney" Boonzaaier is the latest casualty. I believe he is having "back" trouble. Buck up, "Boon", and get better soon—the Government shift is not the same without you. I am sure you will open your race-card to see what the silly blighters have been doing to it in your absence.

By the way, "Boon's" back trouble is physical and has nothing to do with race-horses.

EAVESDROPPER

Country woman: I've been expecting a parcel of medicine by post for a week and haven't received it yet.

Post Office clerk: Yes, madam. Kindly fill in this form and state the nature of your complaint.

Woman: Well, if you must know, it's indigestion.

* * * *

In a traffic jam a motorist sounded his hooter almost continuously. After a while the young woman in the car next to his leaned out and asked sweetly: "What else did you get for Christmas?"



By **RAYMOND DE GEE**
 Monotype Caster Attendant, Parow.

AS a young boy I used to watch and admire people swimming in deep surf and swimming baths and by the time I was 10 I had made up my mind to take up swimming seriously.

I joined the Royal Lifesaving Society. Now, after 17 years of active lifesaving, I am devoting my efforts to teaching others to swim and to passing on my knowledge of lifesaving to any who may wish to receive such coaching.

The Royal Lifesaving Society sets numerous examinations which candidates have to pass before they can become qualified lifesavers. The

AUTHOR'S AWARDS

QUALIFICATIONS and awards held by Mr. De Gee, who is a recognized amateur swimming coach, are:

Intermediate certificate, bronze medalion and bar, distinguished badge, award of merit and bar.

examinations, which become progressively stiffer, range from that for the intermediate certificate to those for the diploma and gold medallion.

Gruesome Experience

Often I am asked how many rescues I have made in my lifesaving career and what was my worst experience. Until I left Durban about three months ago I had taken part in 318 rescues.

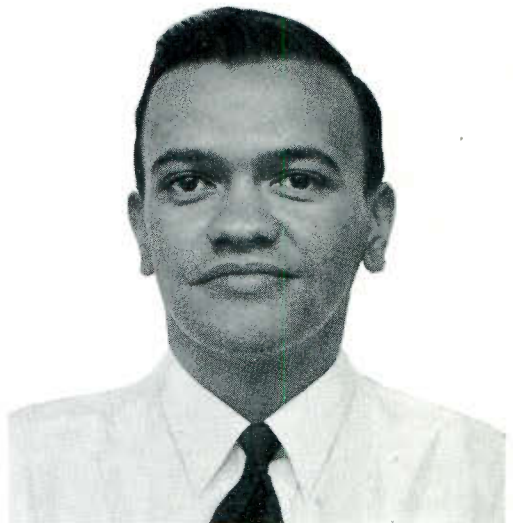
Probably the most gruesome was when I went into the surf to rescue a Native man. While we were being hauled to the beach on a life-line a shark snapped off one of the Native's legs at the thigh.

He was in my arms and I felt a jolt but did not realize what had happened until the water started to turn red about us. By the time I got him to the shore he was dead.

It used to be a common occurrence on Saturday afternoons for young Indian girls, wearing beautiful saris, to try to commit suicide by jumping into Durban Bay. Several times I was on the spot and dived in clothed to save girls.

Now that I am in the Cape I hope to help in the formation of as many swimming clubs as possible. Besides enabling more people to enjoy one of the finest forms of exercise, such clubs should make for fewer drownings.

It is never too late to learn to swim nor does it matter how fat or how thin one is. Perhaps the Cape Times will yet have a swimming or lifesaving team entering for competitions.



Mr. Raymond de Gee

SERVICE ANNIVERSARIES



WE congratulate the following members of the staff who have been with the company continuously for 20 years or longer and whose service anniversaries fall in June:

Mr. C. Gates

Mr. A. Alexander

| | | | | |
|--|-----|-----|-----|----------|
| MR. T. J. TAYLOR, Composing Department, Burg Street | ... | ... | ... | 50 Years |
| MR. W. J. LLEWELLYN, Liftman, St. George's Street | ... | ... | ... | 50 Years |
| MR. P. WEST, Works Office, Parow | ... | ... | ... | 46 Years |
| MR. W. PEGGS, Chief Order Clerk, Parow | ... | ... | ... | 43 Years |
| MR. G. J. RALPH, Advertisement Department, St. George's Street | ... | ... | ... | 40 Years |
| MR. W. SAMPSON, Lithographic Department, Parow | ... | ... | ... | 40 Years |
| MR. W. J. MONNERY, Linotype Department, Parow | ... | ... | ... | 38 Years |
| MR. H. PETERSEN, Lithographic Department, Parow | ... | ... | ... | 32 Years |
| MR. R. REYNOLDS, Stereo Manager, Burg Street | ... | ... | ... | 31 Years |
| MR. F. M. MASON, Works Manager, Malvern | ... | ... | ... | 26 Years |
| MR. C. GATES, Cleaner, Burg Street Machine Room | ... | ... | ... | 24 Years |
| MR. A. ALEXANDER, Letterpress Department, Parow | ... | ... | ... | 21 Years |
| MR. P. S. DOMS, Reading Department, Parow | ... | ... | ... | 21 Years |
| MISS E. HEYBURG, Bindery Department, Parow | ... | ... | ... | 21 Years |
| MISS C. SMITH, Bindery Department, Parow | ... | ... | ... | 21 Years |
| MR. J. S. KRUGER, Reading Department, Parow | ... | ... | ... | 20 Years |
| MR. J. C. FEINAUER, Photographic Department, Burg Street | ... | ... | ... | 20 Years |

We are publishing—when possible month by month—the service anniversaries of staff members with 20 or more years' continuous service. If names that should be included are omitted, please inform the Editor of Talk of the Times, Mr. R. A. Andrew, Burg Street, or Mr. W. M. A. Brooker, Parow Works Office.

The way to keep a circle of friends is to be on the square with them.

* * * *

A girl should never agree to share a man's lot until she finds out what he considers a lot.

* * * *

The typist showed up for work flashing a big diamond ring.

*Asked her boss: "Where did you get that?"
"Oh," she replied, "when grandma died she left £300 for a stone in her memory—and this is it."*

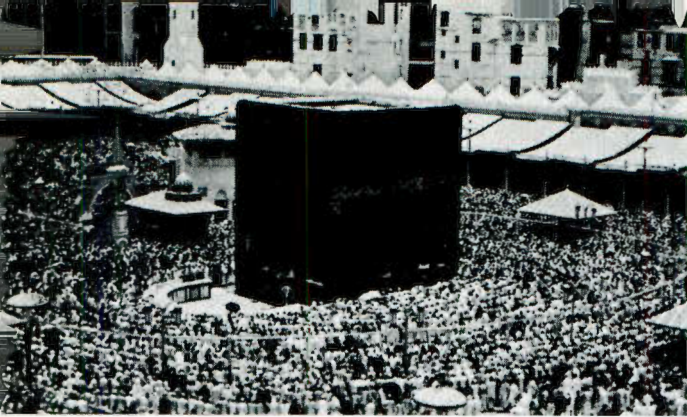
Disraeli once wrote a scenario of life in 11 words: "Youth is a blunder; manhood a struggle; old age a regret." Frank Irving Fletcher often cited this as a masterpiece of compression. He was right. Try to say as much in as little.—Hal Stebbins.

* * * *

Nowadays the thing to put aside for one's old age is all thoughts of retirement.

* * * *

*"Lend me a fiver for a week, old man."
"What weak old man?"*



HADJI time in Mecca, Saudi Arabia. This picture was sent to Mr. Victor Norton, Editor of the "Cape Times", by one of our car drivers, Mr. Ismail Dawood, who, having made the pilgrimage Mecca, is now entitled to prefix his name with the title Hadji.

WORKMEN'S COMPENSATION ACT BENEFITS

AFTER being injured while at work recently a *Cape Times* photographer became aware for the first time that, in such circumstances, he could claim benefits under the Workmen's Compensation Act and need not ask the Cape Times Medical Aid Society to pay four-fifths of his doctor's and chemist's bills.

The position is that a workman (this includes women) is entitled to the benefits of the Act if he sustains an injury or contracts an illness as a result of an *accident* arising out of and in the course of his employment.

Persons earning more than £1,560 a year are excluded from the scope of the Act unless their employers have entered into a special agreement with the Workmen's Compensation Commissioner.

"Accident" Defined

In the Act an accident is defined as a specific occurrence for which a definite time, place and circumstance can be determined. It does not cover the contraction of an illness or disease by gradual onset over a period of time, except where the disease is listed as an industrial disease.

The benefits of the Act comprise, in the main, the payment, within certain limits, of medical aid expenses; and the payment of compensation to the workman for temporary and permanent disablement, as well as to his dependants if he dies as a result of the accident.

Progressed From Waterwings to Yachting Cup

WE congratulate Mr. E. A. Catesby, Printing Manager, on winning the Paraffin Cup for yacht racing at Zeekoevlei this year.

In 1954 a pair of waterwings was presented to Mr. Catesby because his friends at the Zeekoevlei Yacht Club said he spent more time in the water than on it, so often did his yacht capsize. This year he shed his predilection for duckings and was singularly successful in the club's races.

Along with the Paraffin Cup, which is a floating trophy for 16-foot Goodrick-class boats in a series of races, Mr. Catesby received a pair of cuff links and a tie clip, all in the shape of a ship's helm and with a yacht engraved on them.



AFTER her trials and tribulations at our telephone switchboard in Burg Street Miss Gwen Northcote, our senior telephonist, relaxes on board the Edinburgh Castle while on her way to Durban in April to spend her annual leave there and in Johannesburg. She had morning tea with old friends at our Malvern works.

NEW BUILDING TO ACCOMMODATE NATIVE EMPLOYEES

BUILDING operations are once again in progress at our Malvern works. This time a new building is being erected to help accommodate our increasing number of Native employees. It is being built on the south-east side of the grounds, next to the present Native quarters.

Our tennis section recently completed its first tournament since the inception of the Cape Times (Malvern) Recreation Club. The prize-winners were: Men's singles, A. Callahan; men's doubles, F. Mason and D. Patterson; mixed doubles, Mrs. Mason and P. Mason; women's doubles, Mrs. Daly and Miss Mazaris.

The tennis section held a braaivleis and outing for all members of the staff on May 19.

The sports-minded members of our non-European staff have formed a soccer team of their own. They will play a number of friendly games this season and next year hope to compete in one of the soccer leagues.

Back From Leave

Among those who have returned recently from leave are Mike Malone and his family. They travelled down to Durban for a week.

Dick Odendaal (Linos) had two weeks' leave. We can't say it was a holiday for, if it was not a doctor or a specialist attending him, it was a dentist. Here's wishing you good health again, Dick.

John Wylde (Office) spent his two weeks at home and no doubt had much to do. Mavis Allinson and her husband went to Cape Town for their holiday and returned looking very fit. Dougie Bisset had a week at a farm at Tweeling, O.F.S., and P. van Heerden went to Lichtenburg.

Eric Light wisely decided that the warmth of the Natal South Coast was best and chose Scottburgh. Charlie Gardner went to Crawford, Cape Town, and Brian Castleman to Umtentweni, Natal.

Gordon Cadman and Gordon Gomes have returned to work looking none the worse for three months' military training at Potchefstroom and Pretoria, respectively.

Congratulations to Alex Clark on being elec-

ted acting President of the Johannesburg branch of the South African Typographical Union. If he fills this post as well as he has done that of Clerk of the Malvern Chapel, then he need have no fears that he might not make a success of his new role.

Stereo apprentice Wally Rossini is back at work with a heavy plaster of paris casing on his right foot. After a leading bone specialist had operated on the foot Wally spent a long time in hospital and at home. We sincerely hope that when the plaster is removed the foot will be perfectly all right.

Another unfortunate person is Sheila Gething (Letterpress), who injured a hand on the Heidelberg cylinder and was off work for a couple of weeks.

Peter Fourie now leads our car parade with a Fiat Cub. Not far behind come three Renaults. Mrs. Labuschagne and Vincent Bisset have both changed to bigger cars.

We wish four newcomers to the staff—Mrs. Els, Mrs. Esterhuizen, Mr. Sandison and Mr. Heine—a long and happy stay with us.

NIP AND TUCK

Comings and Goings at Parow

WE welcome to our Parow factory from England Mr. A. W. Bradburn, Process Department, and Mr. A. W. Kingston and Mr. D. F. Ransom, both Composing Department.

Other new arrivals at Parow are Mr. D. J. D. Lyons, Progress Department; Mr. J. B. Ellis, Estimating Department (he was for four years a Linotype operator at Burg Street); and Miss B. A. Taylor, typing pool.

We said goodbye to Miss Valerie Botes, who recently married Mr. V. Haylett and accompanied him to a new position in Johannesburg. Both were in our Parow Costing Department.

Mr. C. Brady, Parow Estimating Department, left us at the end of April.

Celebrates Golden Wedding This Month

FIFTY years ago, come June 19, Mr. P. H. Francis, now *Cape Times* correspondent for the False Bay area and then a sub-editor on the Bristol *Evening News*, was married in St. Paul's Church, Clifton, England, to Miss Elsie Bamfield.

They had been "walking out" together since early childhood and, in spite of keen competition, the bridegroom had remained at the head of the list of runners in the matrimonial stakes.

Mr. Francis entered the world of journalism 60 years ago when he joined the editorial staff of the *South Wales Argus* at Newport. His status and salary were both very much junior.

Then he crossed the Severn to join the sub-editors' table of the Bristol *Evening News*. After some years there he went north for another sub-editorial position—this time on the *Daily Dispatch*, one of the many enterprises of the Hulton organization. He next worked as a sub-editor on the *Evening Chronicle* in the same building and then went to London to sub-edit on the *Evening News*.

Started a News Agency

In less than a year he was back in Manchester, this time as a reporter for the Northern edition of the *Daily News*. Because of a change in the organization of this newspaper he and a colleague, Mr. Taverner, decided to run a free-lance news agency in Manchester.

Mr. Taverner died but other partners came in. The agency grew steadily until its news and sports coverage called for a staff of a dozen. It had its own telephones on the Old Trafford cricket ground and on the Manchester City and United football grounds.

Mr. Francis combined his agency activities with the rugby editorship of the *Athletic News*. This meant covering the chief rugby games in England, Scotland, Wales and Ireland, and an occasional international in Paris.

In 1924 he was commissioned by a score of newspapers in the United Kingdom to send them a weekly article on the tour of South Africa by Cove Smith's rugby team. Other commissions took him to several Wimbledons.

He sold his agency business and, with Mrs. Francis, came to settle in South Africa. After a year or two in Johannesburg they moved to

Fish Hoek, where a fortnight of doing nothing became so boring that Mr. Francis arranged with a printer at Hermanus to produce a monthly newspaper, *Fish Hoek News*, of which he was Editor.

The *Fish Hoek News*, born in June, 1951, died in October, 1952, from lack of advertising support. Fish Hoek was without its own newspaper until September, 1953, when the *Fish Hoek Echo* was launched.

Delivered Free

The baby had four small pages and, apart from its advertising revenue, had no means of subsistence. But, because it was delivered free to every house, flat, hotel and caravan in the town, advertisers recognized it as a valuable advertising medium.

From its four pages, the *Echo* has grown into 13 much bigger ones. Its space advertising has increased from 30 to 75 and its "small" from nine to 40. It is posted to many parts of South Africa and to other places in the world.

Besides his *Cape Times* duties and his *Echo* work, Mr. Francis is also the False Bay correspondent for the S.A.B.C.

He and his wife have two children and six grandchildren. Their son, Peter, is Editor of a weekly newspaper at Runcorn, Cheshire. Their daughter, Mrs. Wendy Cranswick, is coming with her husband and the younger of two sons to Fish Hoek from Durban for the celebration of the golden wedding.

OUR Accountant, Mr. L. H. Freeman, and his wife left Cape Town in the Bloemfontein Castle on May 13 to travel round Britain and the Continent with their son, who has been working in England as an auditor. They expect to return to Cape Town early in September. We wish them a pleasant holiday.

WE congratulate Miss Irene Griessel, of the Directories Department, and Mr. John Warner, of the Parow Shereo Department, on their engagement on April 25. They hope to marry at the end of February next year.