MAKING REMOTE ENDS MEET:
FINAL REPORT ON AN INVESTIGATION OF
MINIMUM AND SUPPLEMENTED LIVING LEVELS
AMONG BLACK MIGRANT WORKERS IN THE CIVIL
ENGINEERING INDUSTRY, RICHARDS BAY

Roger Allen
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„Wir haben die Lande gemessen, die Naturkräfte
gewogen, die Mittel der Industrie berechnet, und
siehe, wir haben herausgefunden: daß diese Erde
groß genug ist; daß sie jedem hinlänglichen
Raum bietet, die Hütte seines Glückes darauf zu
bauen; daß diese Erde uns alle anständig ernähren
kann, wenn wir alle arbeiten und nicht einer auf
Kosten des anderen leben will; und daß wir nicht
nötig haben die größere und ärmere Klasse an den
Himmel zu verweisen."

<div align="right">

aus: Die Romantische Schule

Heinrich Heine 1835

</div>

We measured the lands, we weighed the forces of
nature, calculated the means of industry and look
what we found: that this earth is large enough;
that it offers sufficient space for each of us
to build his cottage of happiness; that this earth
can support us all if we all work and none of us
wants to live at the expense of others, and that
there is no need for us to refer the larger and
poorer classes to the heavens.

ACKNOWLEDGEMENTS

When I consider the very many open contingencies upon which
this project depended, I am grateful indeed that it was ever
concluded.

Roger Allen
Research Fellow   July 1984.

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1. INTRODUCTION

This report presents the principal results of an investigation of
Minimum and Supplemented Living Levels among Black workers in the
Civil Engineering Industry in the Richards Bay/Empangeni area, Natal.

At the request of the South African Federation of Civil Engineering
Contractors this Centre undertook a detailed investigation of factors
relating to minimum wage needs among a scientifically selected sample
of 243 unskilled labourers employed in five civil engineering/
construction companies in Richards Bay and Empangeni. The research
was based upon in-depth interviewing of the labourers conducted by
trained Black interviewers of this Centre working under close super-
vision, and upon costing of commodities and services in the Richards
Bay/Empangeni area. The fieldwork was conducted during a period of
about two weeks during August 1983. The questionnaire designed
for use in the study is reproduced in Appendix A.

The representation of each of the five participating companies in
the total sample for the study is shown in Table 1 (which will be
found, together with all other Tables and Figures, at the end of
this text). In general the sample drawn from each employer was
proportional to the total number of labourers in that company.
Thus, Grinaker is the largest employer of labour, at the level
studied here, and Leomat the smallest employer.

At the request of the client, the subjects of the study were defined
as recently-recruited wage-labourers earning in the range R1,08 to
R1,15. This represented the least-skilled type of worker, in the
minimum wage-range at the time. In practice this meant that the
sample seldom included employees of more than two years' service,
and tried to focus on employees in their first year of service.

2. A BRIEF PROFILE OF THE SAMPLED EMPLOYEES IN THE INDUSTRY

It will be recalled that the study is focussed upon wage labourers
earning in the range R1,08 to R1,15 (at the time of the fieldwork
in August 1983). Bearing in mind that the bulk of employees in
this category are either migrant workers in the conventional sense
of the word, or long-distance commuters, we here examine first some
of the origins of the employees and correspondingly some of the form-
ative factors which must have contributed toward determining their
present identity and outlook. We then move on to examine a few
employee characteristics more directly relevant to work ability and
wage issues.

2.1 Distribution of Far Dwelling Places

"Far Dwelling Place" is the name we have used to designate a _further_
or distant home, in contrast to the residential home, lodging, or
hostel from which the employee commutes daily to work in Richards
Bay. In the case of the 82 percent of employees who are proper
"migrants", "Far Dwelling Place" refers to their traditional home-
stead in the rural sending areas. Figure 1., a map of Natal and
its adjoining territories, shows the positions of the principal
sending areas and the approximate proportions (sometimes rounded
up) of the workforce coming from each area. Although many areas
are represented, it can be seen that, apart from the roughly 41
percent who come from areas immediately north and south of Richards
Bay, the majority of the remainder come from far northern Natal/
Ingwavuma areas (24%), from northern Natal/Mahlabatini/
Nongoma areas (10%), and from north-western Natal/Vryheid areas
(about 6,5%). About 6 percent of migrant employees come from various
Natal areas south of the Tugela, and a further small but significant
proportion of around 6 percent come from the Transkei. (Refer to
Figure 1. for further details.) In terms of their principal home
residence, we estimate that about 37 percent of the sampled workforce
live within 50 km of Richards Bay. However, not all these are close
enough to commute to work; we estimate a proportion of about 18
percent to 20 percent who do "commute" (technically) to work, though
many of them over surprisingly long distances.

The lengths and frequencies of all migration or commuter journeys
were surveyed carefully by our study and have been taken into account
in the special "migrant's travel costs" component of the MLL's and
SLL's presented below in Section 5a.   The rents, taxes, tributes,
and other housing or home maintenance costs applicable to the migrant
employees' various "Far Dwelling Places" were likewise surveyed by
us and also taken into account in the housing/accommodation component
of the dependents' MLL's and SLL's which are also generated below.

2.2. Distribution of Ethnicity/Home language

In the bottom row of Table 2 the absolute distribution of Ethnicity/
Home Language of employees for the whole industry is given, while
the rows above give the relative distributions for the five separate
companies.   In general, the great majority (about 90%) of all employees
in the industry define themselves as Zulus, while around 5,5 percent
are Transkeians.   Among the larger participating companies, the
main exceptions to this pattern are CMGM with around 11,5 percent
Transkeians, and Peter Bailey Construction with around 18 percent
Transkeian employees.   At this level of labour Grinaker and Atlas
employ almost entirely Zulus.

2.3 Distribution of Rural/Urban Self-Image

Always of interest in studies of African migrant workers is how they
define themselves in respect of a "rural" or an "urban" identity.
Such identification is a product of many factors: "roots", social
ties, aspirations, modernity, education, income, work experience,
personality, and others.   We asked the surveyed employees to choose
from one of the following phrases to describe themselves:

1. A person who is fully of the town or city, and whose life and
    future is in the city or town.

2. A person who is changing from a rural person to being a city
    person.

3. A person whose real place is in the rural area, but who has to
    work in the town or city.

The bottom row of Table 3 shows the absolute distribution of
responses chosen by the Industry workforce as a whole, while the
rows above show the distributions for the separate Companies.   The
values computed in the "Mean" column sum up the "direction" of the
distribution in each row.   Clearly, the great majority of employees,
94 percent, consider themselves wholly rural in identity, with a tiny
proportion of about 4 percent who consider themselves "changing".
This pattern is more or less the same through the individual
Companies, the only real exception being CMGM where about 8 percent
consider themselves urban or becoming urban.

2.4   Experience of Previous Wage Employment

Table 4 shows that in the Industry at large about 11 percent of the
labour surveyed have had no previous experience of Wage Employment.
This category very probably corresponds to the younger employees.
Among the larger companies the highest proportion of this "novice
labour" (about 18%) appears in CMGM.   Atlas and Peter Bailey employ
only 5 percent novice labour, this being the lowest proportion encountered.

2.5   Knowledge of Official Languages

How much command do the surveyed workers have of English and of
Afrikaans?   This is a characteristic which will have some bearing
on their future utility, and their personal development via training,
in the workforce.   We asked each of the surveyed employees to choose
from one of four descriptions reflecting their knowledge of each
language:

1.   None.
2.   Understand a little.
3.   Speak a little.
4.   Understand and speak quite well.

Tables 5 and 6 show the industry distributions and individual
Company distributions of the responses selected, for English and
Afrikaans respectively.   The figures computed in the "Mean"
columns indicate the "net knowledge" of the language among the
population of employees defined by each row.   "Mean" values near
1 indicate minimum knowledge of the language, and values near 4
maximum knowledge.

Clearly, knowledge of the official languages in the industry at
large is poor in the case of English and very poor in the case of
Afrikaans.   Sixty percent have no knowledge at all of English, and
81 percent know no Afrikaans.   (Refer to the Tables for details.)
Among the larger employers only CMGM shows a notably better-than-
average command of these languages at this level of employee.   .
Least knowledge, by a small margin, is found among Atlas employees.

To assign more meaning to these findings, the Industry would in
fact be better placed than ourselves to consider just how much
knowledge of the official languages is in fact an asset among
this grade of labour.

2.6   Level of Education.

Table 7 sets out the distribution of levels of education attained
by employees —— for the industry and for the individual companies.
As would be expected, education is very thin among these young
migrant workers, most of whom come from remote and traditional
homeland areas.   Although the mean level of education in the
Industry is in the range Standard 1 - Standard 2, the largest
category of workers in the table is in fact the 30 percent who
have no school experience at all.   Little more than 14 percent
can be said to have any significant quantity of education (from
Standard 6 onward.   As the "Mean" education values for the
separate companies confirm, among the larger companies surveyed,
lower-than-average education is notable among Atlas employees, and
slightly higher-than -average education among CMGM employees.   These
indications confirm earlier impressions.

2.7 Literacy

Looking further at employee characteristics relevant to work ability,
and in fact at an aspect of educational attainment, we asked respond-
ents to indicate their own reading ability by choosing one of the
following phrases to describe how well they can read:

1. No, not at all.
2. Yes, a little.
3. Yes, quite easily

The frequencies of the responses chosen are set out in Table 8.
Somewhat surprisingly, in view of the very low levels of education
in this workforce, more than a quarter of employees in the industry
declare that they can read quite easily, and more than one-third that
they can read a little.   However, the proportion of this workforce
who could be said to be usefully literate is hardly likely to be
very high —— a proportion of more than one-fifth in this category
would seem unlikely.   Once again, CMGM emerges as the Company whose
employees have slightly higher-than-average ability, though by only
a small margin here.

3. DEMOGRAPHIC AND MIGRATION CHARACTERISTICS OF THE EMPLOYEES

Under this heading we continue to examine personal characteristics
of the hourly-paid employees under consideration, but in particular
those characteristics which tend to determine their dependency-obliga-
tion: notably, their age, marital status, and residential status.
By "dependency-obligation" we mean the number of kinfolk or other
dependents an individual is obliged by his family and social ties
to support (where support of a given dependent is shared, we refer
only to cases of significant majority share in the support).   By
"residential status" we mean whether or not an individual is a migrant,
where his different homes are, and of what type they are regarding
settlement-type and tenure.   The degree of the dependency obligation ——
or the number and type of dependents assumed —— is a critical variable

as it fundamentally influences the MLL/SLL estimates of the
individual's cost-of-living, which in turn is the central
empirical objective of this study.

3.1 Distribution of Ages Among Industry Employees

The distribution of employee ages presented in Table 9 draws a
clear picture of a predominantly youthful workforce. The mean
age for the 243 cases surveyed is 27 years, and the most populous
age-bracket is the lowest one, of 18 to 24 years, containing 44
percent of employees. More than four-fifths of the employees are
younger than 35 years. In general, then, a notably young workforce.

The relative distributions of ages set out in Table 10, and the
mean age figures calculated for each Company, indicate workforces
of very similar age composition through the different Companies.
The minor exception is Atlas, where very few employees of 18 - 24
appear to be employed, but where about double the Industry's average
proportion of employees of 25 - 34 are found.

3.2 Distribution of Marital Status and Residential Status

Table 10a shows simply the distribution of marital status, with
somewhat under half of employees married. It will be noticed that
within the category "unmarried" we have included a sub-category
"common-law wife". This refers to men who are not formally married
but who are maintaining a fiancée or girlfriend in some kind of
independent home or accommodation, usually living with this common-
law wife. In virtually all cases among this 13 percent the common-
law wife has a young child or children which the male employee is
either wholly or partially supporting too. The evidence of our
findings suggests that the average number of children per "common-
law couple" of this kind is almost 0,9. It may be indeed that
the arrival of this single (ie first) illegitimate child to a girlfriend
is the initial quantum-jump of obligation which necessitates fairly
permanent cohabitation by the father/boyfriend.

Thus, while "officially" somewhat under half the workforce under consideration are married, if we take account of the common-law wives and their illegitimate children, then just over half of employees (55%) are de facto committed to the obligations of marriage.

Table 10b shows the distribution of five different types of <u>residential status</u> which we have distinguished:

- "Migrant in Hostel" refers to the most typical form of migrant, a man with a family in a distant rural home who lives singly in a hostel near his place of work.*
- "Migrant in Lodgings" is a similar migrant, but who lives singly in lodgings near his place of work.*
- "Dual-Home Migrant" refers to a migrant who has a family in a distant rural home, but who does not live <u>singly</u> near his place of work: he has developed his urban accommodation ** to the status of a second "home", and some of his kin/dependents live in it with him.
- "Rural or Peri-Urban Commuter" refers to a person who is not a "migrant" in the strict sense because he lives near enough to his place of work to be able to travel directly between home and work daily. However, as the name suggests he lives in a rural or peri-urban area which is not necessarily particularly close to Richards Bay, and in many cases has to "commute" a long way each day to work.
- "Solely Urban Dweller" refers to a commuting employee who lives in an urban township dwelling which is close to his place of work, and who has no rural residential arrangements or links, the township being his only home.

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*   in the case of this workforce, most likely at Esikhawini township, but possibly also at Nseleni township, both near Richards Bay.

**   termed "Near Dwelling Place" by us.

As the summary terms on Table 10b suggest, "Migrant in Hostel",
"MIgrant in Lodgings", and "Dual-Home Migrant" all have two
dwelling-places, are therefore "Bi-Resident", and are thus <u>migrants</u>;
whereas "Rural or Peri-Urban Commuter" and "Solely Urban Dweller"
have just one dwelling-place, are therefore "<u>Mono-Resident</u>", and are
thus <u>non-migrants</u>.

The distributions show that more than three-quarters of the industry's
workforce at the level studied are Bi-Residents/Migrants, and of
these a clear majority (51% of employees) are hostel-dwelling migrants
of the "classic" type.   The next largest category are migrants living
in township lodgings (19%), who are similar.   Almost all mono-residents
are rural/peri-urban commuters amounting to about one-fifth of the work-
force.   Only a minority of about 10 percent of employees are persons
who have any form of established "urban" home.

4. DEPENDENCY OBLIGATIONS OF THE EMPLOYEES

Having established a relevant typology of the employees in terms of
marital and residential status, we now move to examine the dependency
obligation of the employees studied —— as averaged for all employees,
and as it varies from type to type of employee.

4a. The Overall Picture, For All Dependents

Part of our survey questionnaire involved the very careful recording
of detailed information identifying all persons economically dependent
upon the responding employee, their age and relationship to the respondent,
the degree to which they are dependent on the respondent, and the incomes,
if any, of other family members who might be sharing the responsibility
to support certain of the dependents.   Careful analysis and screening
of this data has enabled us to establish just who is dependent upon each
employee surveyed, and to what extent.   The results of this analysis
can be expressed in terms of numbers of persons dependent upon employees.

As mentioned earlier, the empirically ascertained dependency-obligation figure(s) is crucial information here, since it is the assumed "family size" which intimately affects the calculated cost-of-living indices such as the MLL and SLL upon which minimum wage debate is partly based.

How many dependents does the typical labourer, at the level we surveyed, regularly support?   Using the same formats and typology of employees as established in Table 10a and 10b above, Tables 11a and 11b (q.v.) , which are based on a preliminary set of calculations, set out the total dependency obligation we find for the different types of employee.   Note that this exercise does not distinguish between different types of dependent, and simply takes account of all dependents, of whatever type.

What do the Tables tell us?   The mean dependency-obligation figure for all workers, about 5,8 dependents, is rather disquietingly high, considering the youth of the employees, their very low education, their minimal employable skills, and their generally precarious predicament as migrant workers.   There is very little difference between the dependency-obligation of married and unmarried men, suggesting that the unmarried men are obliged to support significant numbers of persons outside their own direct nuclear family.   There is very little difference between the dependency-obligation of migrants and non-migrants, suggesting that this is not a significant determining factor.   However, the urban categories of residential status have greater dependency obligations than the rural categories. Refer directly to Tables 11a and 11b for further details.

4b.   The Detailed Picture, For Different Types of Dependents

The shortcoming of the analysis described in Section 4a above is that it does not distinguish between types of dependent.   We have, thus far, a picture of large numbers of dependents.   But, since the Industry's wages seem set to become rapidly absorbed into this very extensive "sponge" or network of relatives in the homeland areas, the question

very naturally arises: do all these dependents have equal claim
upon the support and resources of the migrant?   To even begin to
answer this question it is necessary to make some sort of <u>relevant</u>
<u>differentiation of dependents</u>.   We have attempted such a differen-
tiation of dependents according to their relationship to the support-
ing migrant.   Essentially this is a classification of dependents
into different types of kinfolk, the general principle of distinction
being between "close kin" and more "distant kin" , or even strictly
"non-kin".

4b. 1 Numbers of Different Categories of Relative Dependent upon
       Different Types of Employee

A second major analysis of dependency obligations was accordingly
made by us (differing from the first) which:
- with regard to dependents, innovates by recognizing degrees of
  "kinship — distance" (by dividing dependents into types, according
  to distance of relationship);
- with regard to residential status of employees, simplifies by now
  only distinguishing bi-residents from mono-residents;
- and continues to distinguish between married and unmarried employees.

The principal result of this second analysis is a detailed tabulation
(set out in Table 12, q.v.) of the dependency obligations of different
types of employee which <u>proceeds in stages</u> by successively adding
increments of types of dependents/kin who are progressively more
remote in relationship from the employee, and who therefore may have
arguably less and less legitimate or forceful a claim upon his
financial support.*   Dependency obligations as they obtain at
different degrees of social- or kinship-distance are thus clearly
visible for comparison.

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* The <u>ordering</u> of the types of kin/dependent in this way was arrived
   at after careful discussions by us with articulate Zulu migrant
   workers and with Social Anthropologists familiar with the expect-
   ations and rules of traditional Zulu society.

Deciding at exactly what degree of social-/kinship-distance legitimate expectations of support end and unreasonable demands begin is an exercise which can then be left to the judgement of the reader.

We consider this analysis more relevant to the client's requirements for this particular investigation.

Table 12, which illustrates this analysis in detail should be carefully studied, since in terms of what it summarizes and in terms of its implications it is in a sense the heart of the report.   In general it can be seen clearly from Table 12 that the dependency-obligation figure varies a great deal according to the marital status of the employee and according to the type of dependent/kin considered legitimate for inclusion.

Table 13, defines some of the terms used to label Table 12.   Here we distinguish various categories of dependents, the earlier categories tending to be "closer" relatives and presumably having more claim for financial support.

4b.2 Deciding on a Range of Typical Dependency Obligation Figures

Almost directly derived from Table 12, but with minor modifications, is a summary version of it, Table 14 (q.v.).   The order of priority in which different classes of dependent have been successively entered into Table 13 is as follows:

"Nuclear Family"
This includes the employee's wife and all their own children.   It also includes, where applicable, any unmarried fiancée/girlfriend and/or illegitimate own children that the employee might have.

"Nuclear Family + Parents"
This includes the previous class of dependent, plus the parents of the respondent, and those of the respondent's wife if the respondent is married.

"Extended Family"
This includes the previous class of dependent, plus defined further
kinds of other legitimate relatives or kinsmen.   In practice these
further relatives consist principally of: siblings (the great majority
in fact), cousins, step-parents, and the mother's brother.

"All Dependents"
This includes the previous class of dependent, plus almost any other
kind of more distant relative, or bona fide dependent non-relative
(very rare in practice).

We decided in principle to take into account all these different
"degrees" or levels of dependency-obligation, and marital status,
but not residential status, in calculating actual dependency-
obligation figures ("family size") on which in turn to base our
MLL/SLL calculations.   It would then be up the the industry
to choose which level of homeland dependency-obligation it considers
legitimate for employees to have to observe, and to also decide
whether to adopt the empirical profile of the married or the unmarried
employee as its model of the "typical" unskilled wage-labourer in the
industry.   As we stated in our interim report of February 1984:

> "Another major feature distinguishing this document from
> our preliminary paper of November 1983 is the detailed
> analysis that has been made of the types and numbers of
> kinfolk who depend on the industry's employees for financial
> support.   This analysis has enabled a wide range of different
> living-cost estimations (MLL's and SLL's) to be calculated,
> taking into account differing degrees of support obligation
> to closer and more distant types of relatives.   In formula-
> ting a minimum wage policy employers and the industry should
> consider, among other things, what degree (i.e. numerical
> extent) of kin-dependency upon their employees they consider
> to be reasonable, and how far they consider their own
> obligations in this regard to extend."

With four levels of dependency-obligation defined, and two types of
marital status, there are in principle therefore eight different
dependency-obligation figures to be taken account of.   In practice
however there are less, because when we examine dependency-obligations
at the level of "Extended Family" and of "All Dependents" we find
very little difference between the obligation of married and unmarried
employees.   (As can be seen from Table 12, this is because the
expected low "nuclear family" obligations of unmarried employees are
compensated for almost completely by apparent obligations toward other,
remoter types of kin/dependent which are markedly higher than those
of married employees.)

Dependency Obligation w.r.t.:

	Extended Family	All Dependents	
All Unmarried	5,07	5,50	(Derived from Table 14.)
All Married	5,86	5,95	

This is insufficient difference to warrant calculating separate MLL/
SLL's (a large and complex calculation) for married and unmarried
employees at these levels of dependency-obligation.   At each of
these levels, therefore, we calculate a single MLL/SLL based on the
established dependency-obligation figure for "All employees", which
will in fact be the weighted average of the "Unmarried" dependency-
obligation and the "Married" dependency-obligation.

The consequence of all these decisions is that we have adopted the
six dependency-obligation figures marked by circled numbers in Table 14
(q.v.) as constituting a relevant and representative range of typical
"cases" of increasing dependency-obligation upon which to base a
corresponding range of MLL/SLL calculations.*   The resultant range
of MLL/SLL calculations are in turn the series of options we present
below for consideration by the Industry as guidelines to theoretical
income needs among the working population studied.   It is for this

Note: But this does not necessarily mean that MLL/SLL calculations
        could not be based on any of the other dependency-obligation
        figures if they were deemed relevant.

reason that the reader or decision-makers in the industry should be
familiar with Table 14, with the rationale behind it, and consequently
with the assumptions underlying or defining each typical "case".

5. THEORETICAL INCOME NEEDS

Given the range of dependency-obligation figures just established,
what will it cost the employee to maintain himself and families/
dependent groups of the various given sizes? Many further questions
are presupposed by this question, the principal one being: what
types of expenses are to be covered?

5.1 MLL's and SLL's

Our model here has been to follow as closely as possible the "Minimum
Living Level" and "Supplemented Living Level" formula (MLL and SLL)
which has been developed and used for several years by the Bureau
of Market Research, University of South Africa, as a method of
estimating a minimum cost of living for a family. Using a standard-
ized approach or formula, based on a well-debated and widely accepted
rationale, the BMR regularly calculates MLL/SLL's in many cities and
regions of South Africa, based on local estimations of typical family
sizes and on surveys of the minimum costs of commodities, services and
other relevant expenses; these area-specific figures are widely used
by employers as guides to the living-costs of local populations. The
MLL/SLL is by now a well-established and well-defined measure, and we
make the assumption that the reader is familiar with it.

A standard list of types of expenses and the quantities/frequencies
allowed for different family members defines the MLL/SLL, and we have
adhered to this as much as possible in calculating MLL/SLL's for the
six separate cases of an employee with a given number of dependents
which were identified above. In the case of the complex travelling
costs and multiple housing costs uniquely incurred by migrants, we
have in all MLL/SLL estimations applied the mean values of the
actual costs incurred by all surveyed employees, as established from

analysis of our detailed survey data on actual patterns of migration and accommodation. This has proportionally averaged out the housing and transport costs of bi-resident migrants and mono-resident commuters for the estimates. However, as our model of the individual employee for the purposes of MLL/SLL calculations we have in all cases taken the situation of the bi-resident migrant living in a township hostel near Richards Bay, apart from his family, which is the commonest residential status in the workforce surveyed. (See Table 10b.) For costing purposes his family residing in a rural homeland area are assumed to shop in the Richards Bay/Empangeni area, where commodity costs were surveyed by us.

Table 15 shows how we have calculated MLL/SLL's for Case 1. of Table 14, a migrant employee with 0,56 remote dependents.

The two cost components of "Support for 0,56 home dependents" which appear in the calculation are themselves quite substantial, and are explained and derived in a separate but analogous calculation of costs at the rural home presented in Table 16.

Similarly, the pairs of Tables 17 and 18, 19 and 20, 21 and 22, 23 and 24, and 25 and 26 present our calculations of the MLL/SLL's for cases 2, 3, 4, 5 and 6 of Table 14, respectively. Refer to these Tables for details of the calculations.

The footnotes to each pair of MLL/SLL calculations explain:
a. the ages and sexes assumed for the dependents at the rural home, in calculating food and clothing costs;
b. how costing two different qualities of food and of clothing has generated three separate estimates of the MLL/SLL for each of the six broad cases: a "Low", a "Medium" and a "High" value.

The costs of services and commodities applied to the MLL/SLL formula are the averages of actual minimum costs at outlets at Empangeni, Richards Bay, and Esikhaweni township, as established by a separate and comprehensive costing survey conducted by us.

The computation of various MLL/SLL estimates as just outlined has produced thirty-six separate cost-of-living figures, ranging from R120,84 to R564,19 per month.   To help make sense of this array of results these figures are comparatively summarized on a single format in Figure 2.

5.2 Updating Theoretical Income Needs

Table 27 illustrates recent increases in the Consumer Price Index for certain commodities, which could serve as guidelines for adjusting our established MLL/SLL figures to allow for inflation.   Indications are that an increase of approaching 5 percent could probably be applied to cover the period of the 12 months from the date of survey in August 1983 to the date of this report.

5.3 Putting Theoretical Income Needs Into a Wider Context

How do calculated theoretical income needs of the workforce compare with the contemporary opinions of some of the major affected parties in the minimum wage debate?   Based on press reports rather than direct contact with the cited sources, Table 2.8 attempts to comparatively set out some minimum wage proposals made in 1983, for the stone-crushing industry (an affiliate of the construction industry), by Government, some Employers, and a Trade Union.   These figures suggest that debate is ranging around the middle range of the figures theoretically produced in Figure 2.

5.4 Distributions Among Different Employers of Some Major Determinants of Theoretical Income Needs

Since the dependency-obligation figures established in Table 14 (and hence the MLL/SLL estimates) very significantly according to the marital status and the residential status assumed for the employee, individual employers may well be curious to know whether the distributions of marital status and residential status within their own company workforces are typical or differ significantly from the Industry average.   To answer these questions Tables 29 and 30 set out the relative distributions of marital status and or

residential status, respectively, for employees in the five different companies surveyed.

In respect of distributions of marital status the only real departure from the Industry average is Atlas, with a notably higher-than-average proportion of married employees. Regarding distributions of residential status Atlas and CMGM employ significantly higher-than-average proportions of migrant employees, while Grinaker and Leomat employ slightly higher-than-average proportions of commuter employees.

Since in practice it may be difficult for an employer to reliably ascertain by objective means the marital or residential status of an employee who may well be illiterate, inarticulate, or for other reasons evasive, employers may be curious to know whether these characteristics can be roughly predicted by a more reliably and immediately judged variable such as the age of employees. To answer these questions Tables 31 and 32 set out the relative distributions of marital status and residential status, respectively, for employees in five successive age-brackets.

The indications are clear and systematic. The tables show fairly regular linear relationships between ages on the one hand and residential and marital status on the other; they indicate clearly that younger employees are more likely to be unmarried and migrants while older employees are more likely to be married and mono-resident commuters.

6. ACTUAL INCOMES OF THE SURVEYED EMPLOYEES

Under this heading we attempt an estimation of the actual personal incomes typically earned by employees in the type of workforce here surveyed.

6.1 "Indigenous Incomes" from the Homeland/Subsistence Economy

To what extent does livestock and gardening/farming produce at the rural homes of the migrant employees supplement the formal income they make as

employees; and can this "indigenous" homeland production or income
be expressed in cash terms?   Only the very roughest of estimations
can be made here, as accurate information is very difficult to obtain.
Our survey questionnaire nevertheless attempted to collect fairly
detailed reported estimates from the employees of their home production
of livestock and farming produce.   Table 33 (q.v.) sets out the
resulting mean quantities of various commodities produced for sale or
consumption, with figures computed for married employees, for unmarried
employees, and for all employees.   The table, which should be consulted,
goes on to process the recovered data into estimates of the quantity,
in cash terms, of consequent saving or income implied by the various
productions.   Value assigned to productions is based on statements
of all surveyed employees, together with our more directed discussions
with articulate and "experienced" migrant workers.

As can be seen from the results of the estimates in Table 33 the estimated
overall cash saving or income attributable to the indigenous/subsistence
economy of families at home areas is a mean figure of around R23 per
month, with very little difference noted between the separate estimates
for married and unmarried employees.   Refer to Table 33 for further
explanation.

6.2 Actual Earnings Within the Industry

Table 34 sets out the distributions of actual take-home weekly earnings
as declared by the employees surveyed.   The commonest earning is in
the range R48 - R53 per week, and the mean earning for all employees
is calculated to be R50,89 at the time of the study.   Averaged out
over the whole calender year, with allowance made for the three-week
holiday period, this is equivalent to a regular hourly rate
(assuming 200 hours/month) or R1,06/hour.

In case individual employers wish to see how the mean take-home wage
among their own employees compares with the Industry average, the
relative distributions of declared weekly wage after deduction (and
the consequent mean take-home wages) for the different Companies

surveyed are set out in Table 35. As it turns out, there are no particularly untypical groups.

6.3 Comparing De Facto Incomes with Theoretical Income Needs

How do the actual incomes of employees, as estimated in Sections 6.1 and 6.2 above compare with their theoretical income needs as calculated by MLL/SLL's earlier? Table 36 (q.v.) moves toward the answers by first distinguishing the empirical net weekly wages of all unmarried and all married employees. This expresses actual earnings within the industry in a form which can be directly compared with relevant "cases" of the MLL/SLL, and with allowance also being made for the estimated indigenous incomes of the employees. Thus, Table 36 shows that the mean net weekly wages of unmarried and married employees are R52,41 and R51,65, respectively.

Taking as a basis of theoretical income needs cases 2. and 4. of the dependency-obligations established earlier —— unmarried and married employees supporting dependents to the extent of "nuclear family and parents" ——, Table 37 (q.v.) expresses actual incomes as proportions of theoretical income needs, first without taking into account estimated subsistence production and then taking into account subsistence production.

In the case of "case 2.", an unmarried employee accepting the given degree of dependency-obligation, employees' mean incomes in the industry alone amount to 77 percent of theoretical income needs, and to 85 percent of theoretical income needs if their "indigenous income" is added.

In the case of "case 4", a married employee accepting the given degree of dependency-obligation, employees' mean incomes in the industry alone amount to 49 percent of theoretical income needs, and to 54 percent of theoretical income needs if their "indigenous income" is added.

At this level or degree of dependency-obligation, married employees support many more dependents than do unmarried employees. At the next level of dependency-obligation the total burden of support is much more equitably distributed between married and unmarried men. (Refer back to Tables 12 and 14.)

7. EMPLOYEE ATTITUDES TO THEIR OWN INCOMES

How do employees feel about their own incomes within the industry? A number of questions in our survey questionnaire were designed to assess this area of concern, against various criteria. Principal among these questions were the following:

7.1 "What do you think should be the lowest wage to allow you to buy, and do, the things you want?"

Based on responses to this question, Table 38 sets out the distribution of minimum wage expectations vis-a-vis this criterion of "Basic Needs" (note that this term, used to title the table, is something of a misnomer. The variable would be better termed: "Minimum Wage Expectation to Cater for Life Needs"). The commonest kind of wage expectation in this context is in the range R95 - R104 per week. The mean wage expectation of all employees is R102,07 per week; this is equivalent to an income of R424,58 per calendar month, or an hourly rate of R2,12. This rate is very close to the figure apparently agreed between Grinaker and B.C.A.W.U. around July 1983 as a future target (date left open) for the stone-crushing industry.

Based on a similar but earlier calculation, Table 39 shows how this minimum wage expectation compares between different types of employee. The mean of these various figures is slightly lower than that in Table 38, but they do show the relative salience of expectations. In the event, very little variation in expectations is noted.

7.2 "How fair do you think your pay is FOR THE WORK YOU DO and
the skills you have?"

Employees chose from pre-phrased responses as follows:

    0% My pay is more than fair for the work I do.
    6   My pay is fair for the work I do.
    53 My pay is not fair for the work I do.
    41 My pay is VERY UNFAIR for the work I do.
    ___
    100

7.3 "How adequate is your pay for getting all the things that you
and your family need, to live properly now, and to plan for
the future?"

Employees chose from pre-phrased responses as follows:

    0% My pay is more than enough for my family needs and plans.
    2   My pay is just enough for my family needs and plans.
    43 My pay is not enough for my family needs and plans.
    55 My pay is VERY MUCH LESS than enough for my family needs
    ___   and plans.
    100

Both sets of findings indicate that employee wage aspirations are
considerably in advance, and employees estimated wage requirements
even more in advance, of contemporary wage levels at the time of
the survey.

For individual employers wondering how wage-expectations in their
own workforce compare with expectations in other companies, Tables
40 and 41 show the relative distributions and the mean values of
two types of wage-expectation separately for the five different
companies surveyed.

For the reader wondering how wage-expectations vary according to
the age of the employee, Tables 42 and 43 show the relative
distributions and the mean values of two types of wage-expectation
separately for employees in five different age-brackets.   Indications
are that the wage-expectation to satisfy "life needs" tends to
moderately decrease with increasing age, while the wage expectation
for the work done remains virtually the same through all age-brackets.

Finally, for the reader wondering whether the alleged "Bush-
Telegraph Effect" caused employees interviewed later during our
fieldwork to deliberately and insincerely declare higher wage-
expectations and wage aspirations than employees interviewed
earlier during our fieldwork, Tables 44 to 47 cross-tabulate
four different indices of wage-evaluation/wage-expectation
against date of interview.   Among the very many sensitive
measures of association calculated by the computer for each
cross-tabulation we find no signs of any significant associations.
For any significant relationships at all to be inferred, any of
the "significance" values computed would have to be less than
0,01; inspection shows this never to be the case.   We accordingly
do not find any evidence of the alleged "Bush-Telegraph Effect".

8. IMPLICATIONS AS REGARDS WAGE POLICY

This investigation has been aimed mainly at estimating the family
and dependency circumstances and the cost-of-living needs of the
most recently recruited black employees in the civil engineering
industry in Richards Bay. These estimates are highly relevant
to the formulation of a minimum wage policy but, as such, do not
provide or prescribe a minimum wage level. The setting of a
minimum wage is appropriately the task of management and not of
social scientists.

Furthermore, before an appropriate minimum wage can be identified,
a number of factors not included in the preceding calculations have
to be taken into account. The discussion which follows is a brief
outline of the wider range of facts and issues which bear upon the
policy decision which might flow from this investigation.

The calculations made on the basis of the investigation provide
a range of options and alternatives. Some of these are:

- should policy be based on the circumstances of married,
  unmarried or all employees?;
- should the scope of dependency for employees be the narrower
  nuclear family, the nuclear family plus parents or should it
  include siblings as well?;
- should account be taken of the additional rural and/or informal
  income generated by employees' families?;
- should the low, medium or high calculations of the SLL be used
  as a basis for policy?

There are no right or wrong answers to these questions in a strictly
logical sense. The answers depend on judgement, which should be
as widely-based as possible. Some of the basis for this judgement
lies in the information from the investigation itself, while other
bases of judgement lie in the economics of the industry, which the
investigation did not cover.

In attempting to choose a path through these options, the really basic question is whether to be conservative or liberal in the choice between alternatives. Factors pointing to a <u>conservative choice</u> are the following:

1. The results of the survey show that the employees whose wages would be supported by the industry minimum are generally young (28 years) and poorly-educated (mean education $\pm$ Std 2). They are also largely semi-literate (roughly 27 percent read easily). For a labour force in a modern industry the newly recruited labour force is quite clearly below average in terms of experience and education. This would tend to suggest that guidelines as to a minimum wage should not be too liberal. One might argue, for example, that the employee group has not reached the level of sophistication that would justify the selection of the "higher" SLL.

2. The ratios of existing wages (after deductions) to the wages considered to be appropriate for the work performed and the wage considered to be sufficient to meet expenditure needs are:
    1:1.71 and 1:2,19.
    In a nation-wide study among migrant workers[1] the equivalent results, for categories of respondents at a similar level of basic pay at the time, were:
    1:1,70 and 1:2,30.

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1) L. Schlemmer and V. Møller, *Emergent Stress in the Migrant Labour System*, Durban: Centre for Applied Social Sciences, 1982.

The study among migrant workers referred to was
conducted early in the current recession when the
material circumstances of black workers was generally
better than it is currently.   The comparison above
suggests that the Richards Bay employee group does
not consider itself to be more exploited than what
is typical among migrants in the country as a whole.
This comparison would suggest that wage expectations
and wage grievances would not indicate the need for
a particularly liberal judgement to be applied to the
results of the study.

3. The results show very clearly that the typical unskilled
    black employee in the industry is burdened with dependency
    well beyond the circle of the immediate family.   This
    is quite understandable in view of the traditional family
    system, the high unemployment and extensive poverty in
    the rural areas from which these employees are drawn.
    One view of this would be to recognise the legitimacy
    of these needs and to support a minimum wage which would
    allow the wider responsibilities to be met as far as
    possible.

    Another view, however, is that the system of extended
    family dependency is unappropriate in a modern economy.
    This view would incorporate the arguments that a wider
    circle of dependents prevents the industrial employee
    from realising an improved quality of life for himself
    and his immediate family and prevents savings and the
    setting of longer-range family goals.   People holding
    this view would have to argue against any encouragement
    of younger employees in perpetuating a system which
    prevents a "modernisation" of the black labour force.

    This view would have it that wage policy should be used
    as a means of encouraging individual effort and ambition
    rather than as a tool for achieving purely welfare aims
    of employees.

4. A factor outside of the study results which would indicate
   the need for a conservative judgement would be the likelihood
   of a lowered rate of employment (increased unemployment)
   of black unskilled labour if wages were to rise substantially.
   This would depend on other factors like:
   - the existing profit margin in the industry;
   - the competitiveness of tendering;
   - the proportion which black unskilled wages are
     of total construction costs;
   - the rate of growth in demand for the industry's
     services;
   - the capacity of customers to meet rising costs
     of construction without reducing the numbers
     or size of contracts.
   If profit margins are healthy, tendering is not too competitive,
   black unskilled labour is a relatively low proportion of
   total costs and the market for civil engineering services
   is bouyant then a substantial rise in minimum wages will
   not contribute to increased unemployment. If, however,
   several of these indicators are negative, management will
   be forced to reduce labour through mechanisation, rational-
   isation and streamlining of tasks, increased overtime
   or improved supervision. This would indicate a need
   for a more conservative judgement.

Factors and considerations which would indicate a more liberal
choice would include the following:

1. The dependency arising out of the wider circle of kinfolk
   is very legitimage and represents a pressure of expectations
   which no black migrant worker can be expected to turn
   his head against. The system of support for relatives
   seems to function very rationally in that it is mainly
   the unmarried migrants who bear the burden of wider-kin
   dependency while those who are married concentrate more
   in seeing to the welfare of their immediate families.

There is also very little evidence of practices which could reduce the legitimacy of this burden of dependency, like informal poligamy and concubinage, illegitmacy of dependent children and the like.   These considerations would suggest a more liberal definition of the employees' responsibilities.

2. Given the dependency burden, the present level of wages is manifestly insufficient to provide for adequate nutrition for the employee or his family, and therefore an absolute need exists for a substantial upward revision of the minimum wage.

3. Despite the fact that a clear majority of unskilled employees are drawn from rural areas of surrounding KwaZulu $(\pm$ 75 percent), the value of rural produce is minimal, amounting to the equivalent of $\pm$ R5,00 per week.   Thus it can be effectively ignored and the conclusion drawn that the industrial wage is essentially the sole source of welfare for the family.

4. Virtually nine out of ten of the employees, despite their youth, have had previous employment and hence cannot be regarded as totally inexperienced or "raw" unskilled labour.

5. Factors in the industry itself which would support a more liberal judgement would be the following, if they exist:
    - poor health, high absenteeism rates and signs of physical weakness and poor nutrition among employees;
    - high labour turnover, which would suggest that the more ambitious employees leave to seek more rewarding work and that such work is available;
    - a capacity in the industry to absorb higher labour costs without reducing the size of the unskilled labour force or without raising the costs of civil engineering services in the same proportion as rises in unskilled wages;

- substantial effort and expenditure in training the
  unskilled labour in the industry, which would imply
  that a relatively high level of wages would protect
  the investment in training.

As outside researchers we cannot answer the questions which
relate to the internal economics of the industry.   Nor can we
adopt a clear posture in favour of either the conservative or
liberal options on the basis of the survey evidence since any
posture requires value judgements using some of the arguments
presented above while ignoring others.

Since some indications of a judgement may be expected of us,
having considered the evidence and all the arguments for and
against the liberal and conservative positions, we would take
as a figure to work towards the low SLL in case 4 in the results
in figure 2   .   This would imply a married migrant with a wife,
2,7 children on average and one elderly parent to support.

The amount involved is R416,28 a month and the equivalent hourly
wage would be R2,08.

This suggestion excludes a wider circle of dependents but allows
for one elderly parent.   On the assumption that some elderly
parents could be in receipt of old-age pensions one could argue
that the parent could also be excluded.   By no means all people
who are entitled to pensions are able to obtain them, however.
If some pensions are obtained then at least there is an amount
allowed for to meet the needs of one hypothetical sibling in
the extended dependency network.

We suggest the lower SLL calculation for no reason other than
the fact that all measures of minimum subsistence must, virtually
by definition, take the cheapest possible goods as a benchmark.

Married migrants are taken as a target group even though they are
in a minority*simply because in cases where minimum wages are
universally applied, the sector of the labour force with the
greatest and most legitimate needs has to be taken as a point of
reference. Added to this consideration is the fact that our
results show that the dependency burden is not significantly lower
among unmarried employees. Furthermore, one has to take account
of the fact that unmarried employees have to prepare themselves
for marriage by paying bridewealth and acquiring a house.

The rate per hour implied by the SLL of R416 (R2,08) is very
substantially above the present hourly rate, and we are mindful
of the fact that a doubling of wages would be unrealistic,
particularly in the present economic climate. The figures are
given simply as targets to aim at in wage policies in general.

In selling intermediate targets it may be useful to consider that
the individual employees in the civil engineering industry are
not the only earners in their families. One can normally assume
that there is an average of circa 1,3 to 1,5 earners.** It tends
to be true that the main breadwinner earns between two-thirds and
three-quarters of the total family income. While it can be argued
that the income of the main breadwinner should enable a family
to meet the SLL requirements, it is probably unrealistic to expect
this in the case of poorly educated younger employees in the present
economic climate.

Therefore it might be appropriate to consider an interim target
of between 0,67 and 0,75 of the SLL, ie, between R279 and R312
per month or R1,40 to R1,56 per hour. We would in fact strongly
suggest the higher figure of R1,56 as a point of departure in consider-
ing minimum wages because the high unemployment at the moment may
make the assumption of the breadwinner contributing more than two-
thirds of family income quite appropriate.

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* They are a majority, however, if informal marriages are taken into
  account.

** The method of calculating dependency took account of other earners
  in reducing the burden of dependency, but an inspection of the
  results indicates that account can be taken of additional income
  in covering general household expenses as well.

In conclusion, however, we would like to repeat that we offer the
arguments above simply by way of cautious guidance.   They are
not firm recommendations.   We do not have sufficient insight
into the internal economics of the industry to offer firm view-
points on minimum wages.

TABLE 1

REPRESENTATION OF EACH PARTICIPATING COMPANY IN THE
TOTAL "INDUSTRY" SAMPLE FOR THE STUDY:
S.A.F.C.E.C. COMPANIES, RICHARDS BAY, AUGUST 1983

NAME OF EMPLOYER	NUMBER OF EMPLOYEES SAMPLED	PERCENTAGE OF TOTAL SAMPLE
ATLAS ROADS	20	8
CMGM CIVIL ENGINEERING	61	25
GRINAKER CONSTRUCTION	112	46
LEOMAT CONSTRUCTION	11	4
PETER BAILEY CONSTRUCTION	39	16
TOTAL	243	100

FIGURE 1.

DISTRIBUTION OF FAR DWELLING PLACES (82% of labourers)

```
* * * * * * * * * * * * * * * * * * *    C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * * * * *
     ITEM2      NAME OF EMPLOYER                                            BY   ITEM4      HOME LANGUAGE
* * * * * * * * * !* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *  PAGE   1 OF
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	ITEM4						
COUNT ROW PCT	IPONDO	XHOSA TR ANSKEI	ZULU NAT AL	ZULU TON GA	NYASA	OTHER	ROW TOTAL
	2	3	4	5	8	9	
ITEM2							
1 ATLAS	0 .0	0 .0	20 100.0	0 .0	0 .0	0 .0	20 8.2
3 CMGM	1 1.6	6 9.8	48 78.7	0 .0	1 1.6	5 8.2	61 25.1
4 GRINAKER	0 .0	0 .0	110 98.2	2 1.8	0 .0	0 .0	112 46.1
6 LEOMAT	0 .0	0 .0	9 81.8	0 .0	0 .0	2 18.2	11 4.5
7 PETER BAILEY	3 7.7	4 10.3	32 82.1	0 .0	0 .0	0 .0	39 16.0
COLUMN TOTAL	4 1.6	10 4.1	219 90.1	2 .8	1 .4	7 2.9	243 100.0

DISTRIBUTION OF ETHNICITY/HOME LANGUAGE X EMPLOYER

TABLE 2

34.

* C R O S S T A B U L A T I O N   O F *
    ITEM2   NAME OF EMPLOYER   BY ITEM69   FEEL YOURSELF TO BE
* PAGE 1 OF

COUNT ROW PCT	ITEM69 IFULLY TO CHANGING REAL RUR IWN I 1	I 2	AL I 3	I 4	ROW TOTAL	MEAN
ITEM2						
1	0	0	20	0	20	3,00
ATLAS	.0	.0	100.0	.0	8.2	
3	4	1	56	0	61	2,85
CMGM	6.6	1.6	91.8	.0	25.1	
4	1	6	104	1	112	2,96
GRINAKER	.9	5.4	92.9	.9	46.1	
6	0	1	10	0	11	2,91
LEOMAT	.0	9.1	90.9	.0	4.5	
7	0	1	38	0	39	2,97
PETER BAILEY	.0	2.6	97.4	.0	16.0	
COLUMN TOTAL	5 2.1	9 3.7	228 93.8	1 .4	243 100.0	2,93

DISTRIBUTION OF RURAL/URBAN SELF-IMAGE

X EMPLOYER

TABLE 3

35.

```
FILE    COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * *    C R O S S
    ITEM2        NAME OF EMPLOYER
* * * * * * * * * * * * * * * * * * * * * *
```

	COUNT ROW PCT	ITEM24 NO	YES	ROW TOTAL
		1	2	
ITEM2				
ATLAS	1	1 5.0	19 95.0	20 8.2
CMGM	3	11 18.0	50 82.0	61 25.1
GRINAKER	4	9 8.0	103 92.0	112 46.1
LEOMAT	6	3 27.3	8 72.7	11 4.5
PETER BAILEY	7	2 5.1	37 94.9	39 16.0
	COLUMN TOTAL	26 10.7	217 89.3	243 100.0

EXPERIENCE OF ANY PREVIOUS WAGE EMPLOYMENT

X EMPLOYER

TABLE 4

36.

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * * * C R O S S T A B U L A T I O N O F * * * * * * * * * * * * * * * * * *
   ITEM2   NAME OF EMPLOYER   BY ITEM7   HOW WELL CAN YOU SPEAK ENGLISH
* PAGE 1 OF

	ITEM7					
COUNT ROW PCT	NONE	UNDERST LITTLE	SPEAK LI TTLE	WELL	ROW TOTAL	MEAN
	1	2	3	4		
ITEM2						
1 ATLAS	15 75.0	2 10.0	3 15.0	0 .0	20 8.3	1,40
3 CMGM	29 47.5	16 26.2	9 14.8	7 11.5	61 25.2	1,90
4 GRINAKER	64 57.7	25 22.5	18 16.2	4 3.6	111 45.9	1,66
6 LEOMAT	6 54.5	3 27.3	1 9.1	1 9.1	11 4.5	1,73
7 PETER BAILEY	26 66.7	7 17.9	5 12.8	1 2.6	39 16.1	1,51
COLUMN TOTAL	140 57.9	53 21.9	36 14.9	13 5.4	242 100.0	1,67

NUMBER OF MISSING OBSERVATIONS =   1

KNOWLEDGE OF ENGLISH X EMPLOYER

TABLE 5

37.

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * * *
   ITEM2   NAME OF EMPLOYER   BY ITEM8   HOW WELL SPEAK AFRIKAANS
* PAGE 1 OF

COUNT	ITEM8						
ROW PCT	NONE	UNDERST LITTLE	SPEAK LI TTLE	WELL	ROW TOTAL	MEAN	
	1	2	3	4			

ITEM2

ATLAS	1	18 90.0	1 5.0	1 5.0	0 .0	20 8.3	1,15
CMGM	3	45 73.8	8 13.1	4 6.6	4 6.6	61 25.2	1,46
GRINAKER	4	91 82.0	9 8.1	9 8.1	2 1.8	111 45.9	1,3
LEOMAT	6	8 72.7	1 9.1	1 9.1	1 9.1	11 4.5	1,6
PETER BAILEY	7	33 84.6	3 7.7	2 5.1	1 2.6	39 16.1	1,26
COLUMN TOTAL		195 80.6	22 9.1	17 7.0	8 3.3	242 100.0	1,33

NUMBER OF MISSING OBSERVATIONS =   1

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F * * * * * * * * * * * * * * * * * *
   ITEM2   NAME OF EMPLOYER   BY ITEM21   STD PASSED
*   PAGE   1 OF

COUNT ROW PCT	ITEM21 NO SCHOOL 1	SUB AB 2	STD 1-2 3	STD 3-5 4	STD 6-7 5	STD 8 JC 6	MATRIC 7	ARTISAN 8	ROW TOTAL	MEAN
ITEM2										
1 ATLAS	8 / 40.0	1 / 5.0	4 / 20.0	6 / 30.0	1 / 5.0	0 / .0	0 / .0	0 / .0	20 / 8.2	2,25
3 CMGM	15 / 24.6	3 / 4.9	17 / 27.9	13 / 21.3	7 / 11.5	5 / 8.2	1 / 1.6	0 / .0	61 / 25.1	3,21
4 GRINAKER	34 / 30.4	6 / 5.4	29 / 25.9	29 / 25.9	8 / 7.1	4 / 3.6	1 / .9	1 / .9	112 / 46.1	2,92
6 LEOMAT	2 / 18.2	1 / 9.1	2 / 18.2	4 / 36.4	0 / .0	1 / 9.1	0 / .0	1 / 9.1	11 / 4.5	3,64
7 PETER BAILEY	13 / 33.3	5 / 12.8	6 / 15.4	9 / 23.1	3 / 7.7	3 / 7.7	0 / .0	0 / .0	39 / 16.0	2,82
COLUMN TOTAL	72 / 29.6	16 / 6.6	58 / 23.9	61 / 25.1	19 / 7.8	13 / 5.3	2 / .8	2 / .8	243 / 100.0	2,98

LEVEL OF EDUCATION X EMPLOYER

TABLE 7

39.

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * * *   C R O S S T A B U L A T
    ITEM2   NAME OF EMPLOYER   B Y
* *

| | | ITEM22 | | | | |
	COUNT ROW PCT	NOT AT A ILL 1	YES LITT LE 2	YES EASY 3	ROW TOTAL	MEAN
ITEM2						
ATLAS	1	9 45.0	7 35.0	4 20.0	20 8.2	1,75
CMGM	3	18 29.5	22 36.1	21 34.4	61 25.1	2,05
GRINAKER	4	40 35.7	43 38.4	29 25.9	112 46.1	1,90
LEOMAT	6	4 36.4	3 27.3	4 36.4	11 4.5	2,00
PETER BAILEY	7	16 41.0	16 41.0	7 17.9	39 16.0	1,77
COLUMN TOTAL		87 35.8	91 37.4	65 26.7	243 100.0	1,91

TABLE 8

LITERACY X EMPLOYER

40.

TABLE 9.

DISTRIBUTION OF
AGES

AMONG S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

Y E A R S

AGE BRACKET	18-24	25-34	35-44	45-54	55±	
PERCENTAGE OF WORKFORCE	44	38	12	5	0,5	100%

MEAN AGE (N = 243): 27 YEARS

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   *
   ITEM2   NAME OF EMPLOYER   BY ITEM3   AGE
*   PAGE 1 OF 1

	ITEM3						
COUNT ROW PCT	18-24	25-34	35-44	45-54	55+	ROW TOTAL	MEAN
	21 1	30 2	40 3	40 4	60 5		
ITEM2							
1 ATLAS	2 / 10.0	14 / 70.0	3 / 15.0	1 / 5.0	0 / .0	20 / 8.2	31,6
3 CMGM	31 / 50.8	21 / 34.4	6 / 9.8	3 / 4.9	0 / .0	61 / 25.1	27,9
4 GRINAKER	51 / 45.5	41 / 36.6	15 / 13.4	5 / 4.5	0 / .0	112 / 46.1	28,1
6 LEOMAT	6 / 54.5	3 / 27.3	1 / 9.1	1 / 9.1	0 / .0	11 / 4.5	27,8
7 PETER BAILEY	17 / 43.6	14 / 35.9	4 / 10.3	3 / 7.7	1 / 2.6	39 / 16.0	27,9
COLUMN TOTAL	107 / 44.0	93 / 38.3	29 / 11.9	13 / 5.3	1 / .4	243 / 100.0	28,4

AGE X EMPLOYER

TABLE 10

42.

DISTRIBUTION OF
MARITAL STATUS AND RESIDENTIAL STATUS
AMONG S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

MARITAL STATUS:

	%		%
UNMARRIED 58		SINGLE	45
		COMMON-LAW WIFE	13
MARRIED 42		MONOGAMOUS	40
		POLYGAMOUS	2
100		100	

RESIDENTIAL STATUS:

			%		%
BI-RESIDENT (MIGRANT)	77%	DUAL-HOME MIGRANT (RURAL AND URBAN HOMES)	7	UNMARRIED	4,5
				MARRIED	2,5
		MIGRANT IN LODGINGS	19	UNMARRIED	10
				MARRIED	8
		MIGRANT IN HOSTEL	51	UNMARRIED	32
				MARRIED	19
MONO-RESIDENT (NON-MIGRANT)	23%	RURAL OR PERI-URBAN COMMUTER	20	UNMARRIED	9
				MARRIED	11
		SOLELY URBAN DWELLER	3	UNMARRIED	2
				MARRIED	1
			100		100

MEAN NUMBERS OF DEPENDENTS

SUPPORTED BY VARIOUS TYPES OF WORKERS

(WORKERS GROUPED ACCORDING TO MARITAL AND RESIDENTIAL/MIGRATION STATUS): S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

TYPE OF WORKER	MEAN NO. OF DEPENDENTS
UNMARRIED	5,65
MARRIED	6,04

ALL WORKERS: 5,8 DEPENDENTS

	TYPE OF WORKER	MEAN NO. OF DEPENDENTS		
BI-RESIDENT (MIGRANT) 5,70	DUAL-HOME MIGRANT (RURAL AND URBAN HOMES)	7,24	UNMARRIED	6,82
			MARRIED	8,00
	MIGRANT IN LODGINGS	5,42	UNMARRIED	5,08
			MARRIED	5,85
	MIGRANT IN HOSTEL	5,81	UNMARRIED	5,69
			MARRIED	6,00
MONO-RESIDENT (NON-MIGRANT) 5,61	RURAL OR PERI-URBAN COMMUTER	5,43	UNMARRIED	5,35
			MARRIED	5,50
	SOLELY URBAN SWELLER	7,37	UNMARRIED	6,60
			MARRIED	8,66

MEAN NUMBERS OF DIFFERENT CATEGORIES OF KINFOLK DEPENDENT UPON DIFFERENT TYPES OF EMPLOYEES
(EMPLOYEES GROUPED ACCORDING TO MARITAL AND RESIDENTIAL/MIGRATION STATUS):
S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

MEAN NUMBER OF DEPENDENTS

TYPE OF EMPLOYEE	%	Pre-school children	School-age children	Single post-school children	All children	Wives	NUCLEAR FAMILY	Parents	Siblings et al.*	CLOSE KIN	EXTENDED FAMILY	Unmarried fiancee girlfriend (+ children)	Other Kin	FURTHER KIN	ALL DEPENDENTS
ALL EMPLOYEES	100	0,58	0,58	0,09	1,25	0,44	1,69	1,04	2,40	3,44	5,13	0,27	0,28	0,55	5,68
ALL UNMARRIEDS	58	0,13	0,01	0	0,14	0	0,14	1,19	3,32	4,51	4,65	0,42	0,43	0,85	5,50
UNMARRIED : BI-RESIDENT (MIGRANT)	47	0,14	0,01	0	0,15	0	0,15	1,32	3,28	4,60	4,75	0,39	0,35	0,74	5,49
UNMARRIED : MONO-RESIDENT (NON-MIGRANT)	12	0,11	0	0	0,11	0	0,11	0,66	3,46	4,12	4,23	0,54	0,71	1,25	5,48
MARRIED : BI-RESIDENT (MIGRANT)	30	1,08	1,45	0,08	2,62	1,03	3,64	0,93	1,27	2,20	5,84	0,10	0,10	0,20	6,04
MARRIED : MONO-RESIDENT (NON-MIGRANT)	12	1,48	1,17	0,55	3,21	1,10	4,31	0,47	0,89	1,36	5,67	0	0,07	0,07	5,74
ALL MARRIEDS	42	1,20	1,37	0,22	2,78	1,05	3,83	0,80	1,16	1,96	5,79	0,07	0,09	0,16	5,95
[ALL BI-RESIDENTS]	77	0,51	0,58	0,03	1,12	0,40	1,52	1,12	2,54	3,66	5,18	0,27	0,25	0,52	5,70
[ALL MONO-RESIDENTS]	23	0,81	0,60	0,28	1,68	0,56	2,24	0,60	2,12	2,72	4,96	0,26	0,39	0,65	5,61

* also includes cousins, step-parents, and mother's brother;
but the great majority of this category are siblings.

TABLE 13

DEFINITIONS OF DIFFERENT TYPES OF KIN GROUPINGS AND KIN TERMS NAMED IN THE RESULTS

NUCLEAR FAMILY: Wife/wives and legitimate children.

EXTENDED FAMILY: Nuclear Family plus "Close Kin".

CLOSE KIN: Parents, siblings, step-parents, mother's brother, orphaned nephews
                   and nieces, and cousins.

SIBLINGS: Brothers and sisters.

FURTHER KIN: Unmarried fiancée/girlfriend, illegitimate children, and "Other Kin".

OTHER KIN: Includes any relative of a type more remote than those already mentioned.

SUMMARY TABLE OF INCREASING DEGREES OF DEPENDENCY OBLIGATION OF DIFFERENT TYPES OF EMPLOYEES
(EMPLOYEES GROUPED ACCORDING TO MARITAL AND RESIDENTIAL/MIGRATION STATUS)

MEAN NUMBER OF DEPENDENTS

TYPE OF EMPLOYEE	%	Nuclear Family*	Nuclear Family + Parents	Extended Family	All Dependents	
A L L E M P L O Y E E S	100	1,96	3,00	5,40 ⑤	5,68 ⑥	(± 5,8)
ALL UNMARRIEDS	58	0,56 ①	1,75 ②	5,07	5,50	
UNMARRIED : BI-RESIDENT (MIGRANT)	47	0,54	1,86	5,14	5,49	
UNMARRIED : MONO-RESIDENT (NON-MIGRANT)	12	0,65	1,31	4,77	5,48	
BI-RESIDENT (MIGRANT)	30	. 3,74	4,68	5,94	6,04	
MONO-RESIDENT (NON-MIGRANT)	12	4,31	4,78	5,67	5,74	
ALL MARRIEDS	42	3,90 ③	4,70 ④	5,86	5,95	
(ALL BI-RESIDENTS)	77	1,79	2,91	5,45	5,70	
(ALL MONO-RESIDENTS)	23	2,50	3,10	5,22	5,61	

* N.B. Now including unmarried fiancée/girlfriend and/or illegitimate children

TABLE 15

ESTIMATED MONTHLY LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS, OF HOSTEL-DWELLING MIGRANT WORKER, WITH 0,56 REMOTE DEPENDENTS, EMPLOYED IN RICHARDS BAY CONSTRUCTION INDUSTRY (Case 1):
AUGUST 1983

		ESTIMATE**		
Cost Items		Low R	Medium R	High R
Food		33,21	43,25*	43,25*
Clothing		10,82	15,83*	15,83*
Rent		3,00	3,00	3,00
Fuel		5,30	5,30	5,30
Washing materials		1,27	1,27	1,27
Transport (work and shop)		17,90	17,90	17,90
Medical and Dental/Muti		1,94	1,94	1,94
Replacement of Household equipment		2,39	2,39	2,39
Taxes		-	-	-
Support of 0,56 home dependents (including rural taxes and housing costs)		45,01	45,01	52,01*
	M.L.L	120,84	135,89	142,89
Recreation and Entertainment		7,90	7,90	7,90
Personal Care		0,64	0,64	0,64
Contribution to U.I.F., Pension and Burial Funds, etc.		3,45	3,45	3,45
Additional Washing and Cleaning materials		0,21	0,21	0,21
Additional clothing		3,37	4,93*	4,93*
Additional Food		9,54	12,42*	12,42*
Additional Household equipment		0,77	0,77	0,77
Additional Transport for Migration		14,36	14,36	14,36
Additional Support of 0,56 home dependents		12,25	12,25	14,03*
	S.L.L.	173,33	192,82	201,60
(Implied Minimum hourly Wage)		(0,87)	(0,96)	(1,00)

** NOTE: Low figure is entirely based on minimum quality food and clothing

   : Medium figure takes "normal" quality food and clothing but for labourer only

   : High figure takes "normal" quality food and clothing for labourer and dependents

 * includes Food and Clothing costed at "normal" quality.

TABLE 16

ESTIMATED LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS,
OF FAMILY OF 0,56 DEPENDENTS*** SUPPORTED BY MIGRANT WORKER EMPLOYED
IN RICHARDS BAY CONSTRUCTION INDUSTRY:

AUGUST 1983		ESTIMATE**	
Cost Items (for 1,00 dependent)		Low R	High R
Food		28,44	36,97*
Clothing		8,65	12,63*
Rural Housing costs		4,19	4,19
Fuel and Light		22,45	22,45
Washing and cleaning materials		2,16	2,16
Education		-	-
Transport (work, shopping)		7,77	7,77
Medical and dental services, medicines		3,48	3,48
Replacement of Household equipment		2,03	2,03
Rural Taxes		1,20	1,20
Sub-Total:		80,37	92,88
(Sub-Total x 0,56) M.L.L.		45,01	52,01
Recreation and entertainment		1,97	1,97
Personal care		2,23	2,23
Contributions to pension and burial funds		1,66	1,66
Extra washing and cleaning materials		0,21	0,21
Extra clothing		1,72	2,51*
Extra transport		5,32	5,32
Extra food		7,99	10,39*
Extra household equipment		0,77	0,77
Additional rural taxes		-	-
Sub-Total for S.L.L. extras:		21,87	25,06
(Sub-Total x 0,56)		(12,25)	(14,03)
Sum of two Sub-Totals		102,24	117,94
(Grand Total x 0,56) S.L.L		57,25	66,05

*** For purposes of calculation the dependent group is assumed to have the
following minimal composition:

    0,56 adult female (fiancée/girlfriend)
    NO   child
    0,56

** NOTE: Low figure is entirely based on minimum quality food and clothing.
          High figure takes "normal" quality food and clothing.

* includes Food and Clothing costed at "normal" quality.

TABLE 17

ESTIMATED MONTHLY LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS,
OF HOSTEL-DWELLING MIGRANT WORKER, WITH 1,75 REMOTE DEPENDENTS, EMPLOYED
IN RICHARDS BAY CONSTRUCTION INDUSTRY (Case 2):
AUGUST 1983

Cost Items		Low R	Medium R	High R
			ESTIMATE**	
Food		33,21	43,25*	43,25*
Clothing		10,82	15,83*	15,83*
Rent		3,00	3,00	3,00
Fuel		5,30	5,30	5,30
Washing Materials		1,27	1,27	1,27
Transport (work and shop)		17,90	17,90	17,90
Medical and Dental/Muti		1,94	1,94	1,94
Replacement of Household equipment		2,39	2,39	2,39
Taxes		-	-	-
Support of 1,75 home dependents (including rural taxes and housing costs)		115,40	115,40	137,29*
	M.L.L.	191,23	206,28	228,17
Recreation and Entertainment		7,90	7,90	7.90
Personal Care		0,64	0,64	0,64
Contribution to U.I.F., Pension and Burial Funds, etc.		3,45	3,45	3,45
Additional Washing and Cleaning materials		0,21	0,21	0,21
Additional clothing		3,37	4,93*	4,93*
Additional Food		9,54	12,42*	12,42*
Additional Household equipment		0,77	0,77	0,77
Additional Transport for Migration		14,36	14,36	14,36
Additional Support of 1,75 home dependents		33,22	33,22	38,80*
	S.L.L.	264,69	284,18	311,65
(Implied Minimum hourly Wage)		(1,32)	(1,42)	(1,56)

** NOTE: Low figure is entirely based on minimum quality food and clothing

   : Medium figure takes "normal" quality food and clothing but for labourer only

   : High figure takes "normal" quality food and clothing for labourer and dependents

 * includes Food and Clothing costed at "normal" quality.

TABLE 18

ESTIMATED LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS, OF
FAMILY OF 1,75 DEPENDENTS*** SUPPORTED BY MIGRANT WORKER EMPLOYED IN
RICHARDS BAY CONSTRUCTION INDUSTRY:
AUGUST 1983

Cost Items		ESTIMATE**	
		Low	High
		R	R
Food		49,77	64,70*
Clothing		15,14	22,10*
Rural Housing costs		4,19	4,19
Fuel and Light		24,94	24,94
Washing and cleaning materials		3,78	3,78
Education		-	-
Transport (work, shopping and school)		8,79	8,79
Medical and dental services, medicines		4,04	4,04
Replacement of Household equipment		3,55	3,55
Rural Taxes		1,20	1,20
	M.L.L.	115,40	137,29
Recreation and entertainment		3,45	3,45
Personal care		2,31	2,31
Contributions to pension and burial funds		2,90	2,90
Extra washing and cleaning materials		0,29	0,29
Extra clothing		3,01	4,39*
Extra transport		6,37	6,37
Extra food		13,98	18,18*
Extra household equipment		0,91	0,91
Additional rural taxes		-	-
(Sub-total for S.L.L. extras)		(33,22)	(38,80)
	S.L.L.	148,62	176,09

*** For purposes of calculation the dependent group is assumed to have
the following nominal composition:

0,50 adult female (fiancee/girlfriend)
1,25 old male (father)
1,75

** NOTE: Low figure is entirely based on minimum quality food and clothing.
High figure takes "normal" quality food and clothing.

* includes Food and Clothing costed at "normal" quality.

TABLE 19

ESTIMATED MONTHLY LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS,
OF HOSTEL-DWELLING MIGRANT WORKER, WITH 3,90 REMOTE DEPENDENTS, EMPLOYED
IN RICHARDS BAY CONSTRUCTION INDUSTRY (Case 3):
AUGUST 1983

Cost Items		ESTIMATE**		
		Low R	Medium R	High R
Food		33,21	43,25*	43,25*
Clothing		10,82	15,83*	15,83*
Rent		3,00	3,00	3,00
Fuel		5,30	5,30	5,30
Washing materials		1,27	1,27	1,27
Transport (work and shop)		17,90	17,90	17,90
Medical and Dental/Muti		1,94	1,94	1,94
Replacement of Household equipment		2,39	2,39	2,39
Taxes		-	-	-
Support of 3,90 home dependents (including rural taxes and housing costs)		192,59	192,59	236,39*
	M.L.L.	268,42	283,47	327,27
Recreation and Entertainment		7,90	7,90	7,90
Personal Care		0,64	0,64	0,64
Contribution to U.I.F., Pension and Burial Funds, etc.		3,45	3,45	3,45
Additional Washing and Cleaning materials		0,21	0,21	0,21
Additional clothing		3,37	4,93*	4,93*
Additional Food		9,54	12,42*	12,42*
Additional Household equipment		0,77	0,77	0,77
Additional Transport for Migration		14,36	14,36	14,36
Additional Support of 3,90 home dependents		58,79	58,79	71,49*
	S.L.L.	367,45	386,94	443,44
(Implied Minimum hourly Wage)		(1,84)	(1,93)	(2,21)

** NOTE: Low figure is entirely based on minimum quality food and clothing

: Medium figure takes "normal" quality food and clothing but for labourer only

: High figure takes "normal" quality food and clothing for labourer and dependents

* includes Food and Clothing costed at "normal" quality.

TABLE 20

ESTIMATED LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS, OF
FAMILY OF 3,90 DEPENDENTS*** SUPPORTED BY MIGRANT WORKER EMPLOYED IN
RICHARDS BAY CONSTRUCTION INDUSTRY:
AUGUST 1983

Cost Items		ESTIMATE**	
		Low R	High R
Food		105,03	136,54*
Clothing		26,73	39,02
Rural Housing costs		4,19	4,19
Fuel and Light		29,22	29,22
Washing and cleaning materials		3,37	3,73
Education		2,62	2,62
Transport (work, shopping and school)		7,35	7,35
Medical and dental services, medicines		3,67	3,67
Replacement of Household equipment		8,85	8,85
Rural Taxes		1,20	1,20
	M.L.L.	192,59	236,39
Recreation and entertainment		9,10	9,10
Personal care		2,99	2,99
Contributions to pension and burial funds		2,10	2,10
Extra washing and cleaning materials		0,52	0,52
Extra clothing		4,67	6,82*
Extra transport		3,20	3,20
Extra food		35,17	45,72*
Extra household equipment		1,04	1,04
Additional rural taxes		-	-
(Sub-total for S.L.L. extras)		(58,79)	(71,49)
	S.L.L.	251,38	307,88

*** For purposes of calculation the dependent group is assumed to have the
    following nominal composition:

    1,00 adult female (wife)
    2,90 children (ages: same assumptions as Nel/BMR
    3,90

  ** NOTE: Low figure is entirely based on minimum quality food and clothing.
         High figure takes "normal" quality food and clothing.

   * includes Food and Clothing costed at "normal" quality.

TABLE 21

ESTIMATED MONTHLY LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS,
OF HOSTEL-DWELLING MIGRANT WORKER WITH 4,70 REMOTE DEPENDENTS, EMPLOYED
IN RICHARDS BAY CONSTRUCTION INDUSTRY (Case 4):
AUGUST 1983

Cost Items		ESTIMATE** Low R	Medium R	High R
Food		33,21	43,25*	43,25*
Clothing		10,82	15,83*	15,83*
Rent		3,00	3,00	3,00
Fuel		5,30	5,30	5,30
Washing materials		1,27	1,27	1,27
Transport (work and shop)		17,90	17,90	17,90
Medical and Dental/Muti		1,94	1,94	1,94
Replacement of Household equipment		2,39	2,39	2,39
Taxes		-	-	-
Support of 4,70 home dependents (including rural taxes and housing costs)		228,73	228,73	282,78*
	M.L.L.	304,56	319,61	373,66
Recreation and Entertainment		7,90	7,90	7,90
Personal Care		0,64	0,64	0,64
Contribution to U.I.F., Pension and Burial Funds, etc.		3,45	3,45	3,45
Additional Washing and Cleaning materials		0,21	0,21	0,21
Additional clothing		3,37	4,93*	4,93*
Additional Food		9,54	12,42*	12,42*
Additional Household equipment		0,77	0,77	0,77
Additional Transport for Migration		14,36	14,36	14,36
Additional Support of 4,70 home dependents		71,48	71,48	86,78*
	S.L.L.	416,28	435,77	505,12
(Implied Minimum hourly Wage)		(2,08)	(2,18)	(2,53)

** NOTE: Low figure is entirely based on minimum quality food and clothing

   :   Medium figure takes "normal" quality food and clothing but for labourer
       only

   :   High figure takes "normal" quality food and clothing for labourer
       and dependents

 * includes Food and Clothing costed at "normal" quality.

TABLE 22

ESTIMATED LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS, OF
FAMILY OF 4,70 DEPENDENTS*** SUPPORTED BY MIGRANT WORKER EMPLOYED IN
RICHARDS BAY CONSTRUCTION INDUSTRY:
AUGUST 1983

| | | ESTIMATE** | |
Cost Items		Low R	High R
Food		130,39	169,51*
Clothing		32,05	46,79*
Rural Housing costs		4,19	4,19
Fuel and Light		29,86	29,86
Washing and cleaning materials		4,63	4,63
Education		4,43	4,43
Transport (work, shopping and school)		8,09	8,09
Medical and dental services, medicines		4,42	4,42
Replacement of Household equipment		9,66	9,66
Rural Taxes		1,20	1,20
	M.L.L.	228,73	282,78
Recreation and entertainment		11,36	11,36
Personal care		3,31	3,31
Contributions to pension and burial funds		2,32	2,32
Extra washing and cleaning materials		0,62	0,62
Extra clothing		4,63	6,76*
Extra transport		4,29	4,29
Extra food		43,90	57,07*
Extra household equipment		1,05	1,05
Additional rural taxes		-	-
(Sub-total for S.L.L. extras)		(71,48)	(86,78)
	S.L.L.	300,21	369,56

*** For purposes of calculation the dependent group is assumed to have the
following nominal composition:

1,00 adult female (wife)
2,70 children (ages: same assumptions as Nel/BMR)
1,00 old male (father)
4,70

** NOTE: Low figure is entirely based on minimum quality food and clothing.
High figure takes "normal" quality food and clothing.

* includes Food and Clothing costed at "normal" quality.

TABLE   23

ESTIMATED MONTHLY LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS,
OF HOSTEL-DWELLING MIGRANT WORKER WITH 5,40 REMOTE DEPENDENTS, EMPLOYED
IN RICHARDS BAY CONSTRUCTION INDUSTRY (Case 5):

AUGUST 1983		ESTIMATE**	
Cost Items	Low R	Medium R	High R
Food	33,21	43,25*	43,25*
Clothing	10,82	15,83*	15,83*
Rent	3,00	3,00	3,00
Fuel	5,30	5,30	5,30
Washing materials	1,27	1,27	1,27
Transport (work and shop)	17,90	17,90	17,90
Medical and Dental/Muti	1,94	1,94	1,94
Replacement of Household equipment	2,39	2,39	2,39
Taxes	-	-	-
Support of 5,4 home dependents (including rural taxes and housing costs)	253,74	253,74	313,96*
M.L.L.	329,57	344,62	404,84
Recreation and Entertainment	7,90	7,90	7,90
Personal Care	0,64	0,64	0,64
Contribution to U.I.F., Pension and Burial Funds, etc.	3,45	3,45	3,45
Additional Washing and Cleaning materials	0,21	0,21	0,21
Additional clothing	3,37	4,93*	4,93*
Additional Food	9,54	12,42*	12,42*
Additional Household equipment	0,77	0,77	0,77
Additional Transport for Migration	14,36	14,36	14,36
Additional Support of 5,4 home dependents	80,95	80,95	98,35*
S.L.L.	450,76	470,25	542,87
(Implied Minimum hourly Wage)	(2,25)	(2,35)	(2,71)

** NOTE: Low figure is entirely based on minimum quality food and clothing

:   Medium figure takes "normal" quality food and clothing but for labourer only

:   High figure takes "normal" quality food and clothing for labourer and dependents

 *   includes Food and Clothing costed at "normal" quality.

TABLE 24

ESTIMATED LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS,
OF FAMILY OF 5,40 DEPENDENTS*** SUPPORTED BY MIGRANT WORKER EMPLOYED
IN RICHARDS BAY CONSTRUCTION INDUSTRY:

AUGUST 1983

		ESTIMATE**	
Cost Items		Low R	High R
Food		147,28	191,46*
Clothing		34,87	50,91*
Rural Housing costs		4,19	4,19
Fuel and Light		30,49	30,49
Washing and cleaning materials		5,15	5,15
Education		5,87	5,87
Transport (work, shopping and school)		8,82	8 82
Medical and dental services, medicines		5,16	5,16
Replacement of Household equipment		10,71	10,71
Rural Taxes		1,20	1,20
	M.L.L.	253,74	313,96
Recreation and entertainment		13,22	13,22
Personal care		3,54	3,54
Contributions to pension and burial funds		2,49	2,49
Extra washing and cleaning materials		0,70	0,70
Extra clothing		5,21	7,60*
Extra transport		4,74	4,74
Extra food		50,00	65,01*
Extra household equipment		1,05	1,05
Additional rural taxes		-	
(Sub-Total for S.L.L. extras)		(80,95)	(98,35)
	S.L.L.	334,69	412,31

*** For purposes of calculation the dependent group is assumed to have the
following nominal composition:

       1,00 adult female (wife)
       1,50 children (ages: same assumptions as Nel/BMR)
       1,00 old male (father)
       1,00 male, late teens (brother)
       0,90 female, late teens (sister)
       5,40

** NOTE: Low figure is entirely based on minimum quality food and clothing.
         High figure takes "normal" quality food and clothing.

* includes Food and Clothing costed at "normal" quality.

TABLE 25

ESTIMATED MONTHLY LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS, OF HOSTEL-DWELLING MIGRANT WORKER, WITH 5,8 REMOTE DEPENDENTS, EMPLOYED IN RICHARDS BAY CONSTRUCTION INDUSTRY (Case 6):
AUGUST 1983

Cost Items		ESTIMATE** Low R	Medium R	High R
Food		33,21	43,25*	43,25*
Clothing		10,82	15,83*	15,83*
Rent		3,00	3,00	3,00
Fuel		5,30	5,30	5,30
Washing materials		1,27	1,27	1,27
Transport (work and shop)		17,90	17,90	17,90
Medical and Dental/Muti		1,94	1,94	1,94
Replacement of Household equipment		2,39	2,39	2,39
Taxes		-	-	-
Support of 5,8 home dependents (including rural taxes and housing costs)		263,48	263,48	326,36*
	M.L.L.	339,31	354,36	417,24
Recreation and Entertainment		7,90	7,90	7,90
Personal Care		0,64	0,64	0,64
Contribution to U.I.F., Pension and Burial Funds, etc.		3,45	3,45	3,45
Additional Washing and Cleaning materials		0,21	0,21	0,21
Additional clothing		3,37	4,93*	4,93*
Additional Food		9,54	12,42*	12,42*
Additional Household equipment		0,77	0,77	0,77
Additional Transport for Migration		14,36	14,36	14,36
Additional Support of 5,8 home dependents		84,26	84,26	102,27*
	S.L.L.	463,81	483,30	564,19
(Implied Minimum hourly Wage)		(2,32)	(2,42)	(2,82)

** NOTE: Low figure is entirely based on minimum quality food and clothing

: Medium figure takes "normal" quality food and clothing but for labourer only

: High figure takes "normal" quality food and clothing for labourer and dependents

* includes Food and Clothing costed at "normal" quality.

TABLE 26

ESTIMATED LIVING COSTS, AT MINIMUM AND SUPPLEMENTED LIVING LEVELS, OF
FAMILY OF 5,8 DEPENDENTS*** SUPPORTED BY MIGRANT WORKER EMPLOYED IN
RICHARDS BAY CONSTRUCTION INDUSTRY:
AUGUST 1983

		ESTIMATE**	
Cost Items		Low R	High R
Food		153,77	200,21*
Clothing		35,51	51,95*
Rural Housing costs		4,19	4,19
Fuel and Light		30,83	30,83
Washing and cleaning materials		5,30	5,30
Education		6,55	6,55
Transport (work, shopping and school)		9,22	9,22
Medical and dental services, medicines		5,48	5,48
Replacement of Household equipment		11,43	11,43
Rural Taxes		1,20	1,20
	M.L.L.	263,48	326,36
Recreation and entertainment		11,89	11,89
Personal care		6,03	6,03
Contributions to pension and burial funds		2,59	2,59
Extra washing and cleaning materials		0,76	0,76
Extra clothing		4,61	6,74*
Extra transport		4,75	4,75
Extra food		52,58	68,46*
Extra household equipment		1,05	1,05
Additional rural taxes		-	-
(Sub-Total for S.L.L. extras)		(84,26)	(102,27)
	S.L.L.	347,74	428,63

*** For purposes of calculation the dependent group is assumed to have the
   following nominal composition:

   1,00 adult female (wife)
   1,80 children (ages: same assumptions as Nel/BMR)
   1,00 old male (father)
   1,00 male, late teens (brother)
   1,00 female, late teens (sister)
   5,80

 ** NOTE: Low figure is entirely based on minimum quality food and clothing.
           High figure takes "normal" quality food and clothing.

  * includes Food and Clothing costed at "normal" quality.

RELATIVE RANGES OF MINIMUM AND SUPPLEMENTED LIVING LEVELS GENERATED BY DIFFERENT DEGREES OF
DEPENDENCY OBLIGATION OF EMPLOYEES OF DIFFERENT MARITAL STATUS : S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983: SIX CASES
(DERIVED FROM TABLES 15 to 26)

R A N D S   P E R   M O N T H

| 0 | 100 | 200 | 300 | 400 | 500 | 600 |

1. Nuclear family,
   unmarried employee

2. Nuclear family + Parents,
   unmarried employee

3. Nuclear family, married employee

4. Nuclear family + Parents, married employee

5. Extended family, all employees

6. All dependents, all employees

| 0 | 0,50 | 1,00 | 1,50 | 2,00 | 2,50 | 3,0 |

R A N D S   P E R   H O U R
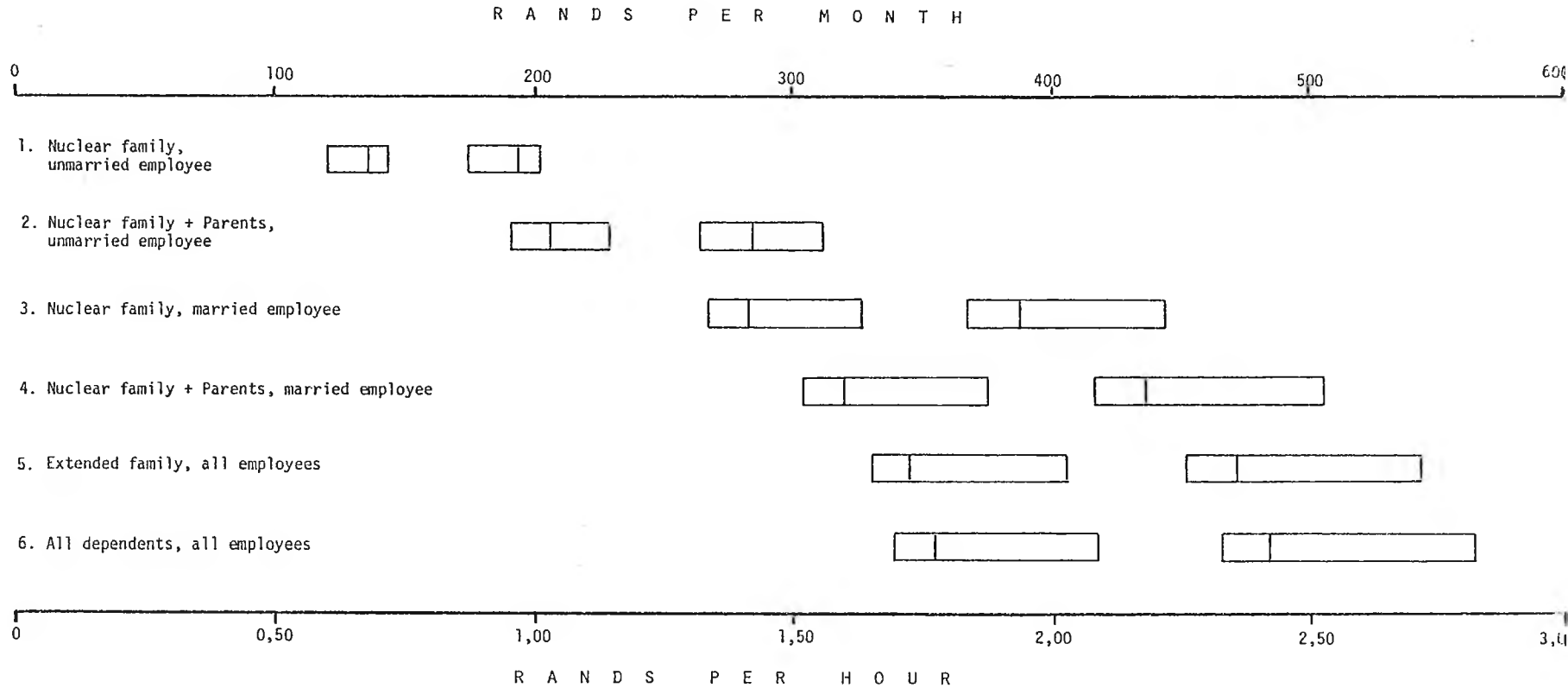
NOTE: Differentiation within each range is generated by the adoption of two different qualities of food and of clothing for costing ("minimum" and "normal"),
leading to a "low, "medium", or "high" value for each "Living Level".   (See notes for source Tables.)

M.L.L.   S.L.L.

KEY:

low   medium   high   low   medium   high
value   value   value   value   value   value
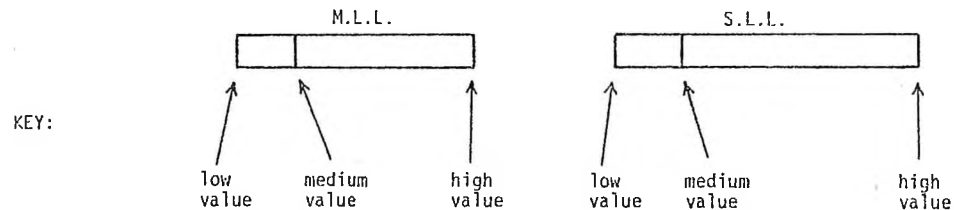
TABLE 27

INCREASES IN THE CONSUMER PRICE INDEX (C.P.I.) FOR THE PERIOD
AUGUST 1983 TO DECEMBER 1983*

CATEGORY OF COMMODITY OR CONSUMER INDEXED:	FOOD	CLOTHING AND FOOTWEAR	PUBLIC TRANSPORT	HOUSING	LOWER INCOME GROUP
% INCREASE IN INDEX:	3,8	2,2	0	5,0	2,6

* SOURCE: STATISTICAL NEWS RELEASE P2 : CONSUMER PRICE INDEX, R.S.A. CENTRAL STATISTICAL SERVICES, PRETORIA.

TABLE   28

SOME RECENT PROPOSALS (c. AUGUST 1983) AS TO WHAT THE MINIMUM WAGES

FOR UNSKILLED LABOUR SHOULD BE, IN THE STONE-CRUSHING INDUSTRY

(Based on: FINANCIAL MAIL, SEPTEMBER 1983, and GOVERNMENT GAZETTE, NOVEMBER 1982)

| A D V O C A T E | R A N D S   P E R   M O N T H | | | | | |
	Nov. '82	Aug. '83	Jan. '84	July '84	Jan. '85	???
DEP'T. OF MANPOWER	178					
"MOST EMPLOYERS" **		162	200	214	229	
GRINAKER & ANGLO-ALPHA*: LOW		162	244	296	346	
GRINAKER & ANGLO-ALPHA*: HIGH		162	302	324	346	
"LIVING WAGE" AGREED BY B.C.A.W.U and GRINAKER						± 400

NOTE: - Wages in the civil engineering/construction industry are normally
          slightly ahead of those in the stone-crushing industry.

      - Minimum wage range of C.A.S.S. sample in Richards Bay construction
          industry, August 1983: R216 —— 230.

  **   Including Darling & Hodgson, Murray & Roberts, and Tarmac.

   *   Via Grinaker subsidiary Bay Stone Sales, and Anglo-Alpha subsidiary Hippo Quarries.

FILE   COLRICH. (CREATION DATE = 11/17/83)

		MARXRES		
	COUNT	I		
	ROW PCT	IUNMARRIE	MARRIED	ROW
		ID		TOTAL
		I 1	I 2 I	
ITEM2				
	1	I 8	I 12 I	20
ATLAS		I 40.0	I 60.0 I	8.2
	3	I 36	I 25 I	61
CMGM		I 59.0	I 41.0 I	25.1
	4	I 67	I 45 I	112
GRINAKER		I 59.8	I 40.2 I	46.1
	6	I 7	I 4 I	11
LEOMAT		I 63.6	I 36.4 I	4.5
	7	I 23	I 16 I	39
PETER BAILEY		I 59.0	I 41.0 I	16.0
	COLUMN	141	102	243
	TOTAL	58.0	42.0	100.0

TABLE 29

MARITAL STATUS X EMPLOYER

63.

```
* * * * * * * * * * * * * * * * * *    C R O S S
     ITEM2        NAME OF EMPLOYER
* * * * * * * * * * * * * * * * * * * * * * * * *
```

```
                        MARXRES
               COUNT  I
               ROW PCT IMIGRANT  COMMUTER    ROW
                      I                     TOTAL
                      I     1    I      2   I
ITEM2          -------I---------I----------I
             1  I    18   I    2   I    20
  ATLAS         I  90.0   I  10.0  I    8.2
               -I---------I--------I
             3  I    54   I    7   I    61
  CMGM          I  88.5   I  11.5  I   25.1
               -I---------I--------I
             4  I    77   I   35   I   112
  GRINAKER      I  68.8   I  31.3  I   46.1
               -I---------I--------I
             6  I     8   I    3   I    11
  LEOMAT        I  72.7   I  27.3  I    4.5
               -I---------I--------I
             7  I    29   I   10   I    39
  PETER BAILEY  I  74.4   I  25.6  I   16.0
               -I---------I--------I
           COLUMN      186       57      243
           TOTAL      76.5      23.5    100.0
```

TABLE 30.

RESIDENTIAL STATUS X EMPLOYER

64.

```
FILE    COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * * *   C R O S S
    ITEM3        AGE
* * * * * * * * * * * * * * * * * * * * * * * *

                        MARXRES
              COUNT  I
              ROW PCT IUNMARRIE MARRIED          ROW
                     ID                          TOTAL
                     I      1   I        2   I
ITEM3         -------I---------I---------I
               1   I     95   I     12   I      107
   18-24        I   88.8   I   11.2   I     44.0
              -I---------I---------I
               2   I     41   I     52   I       93
   25-34        I   44.1   I   55.9   I     38.3
              -I---------I---------I
               3   I      4   I     25   I       29
   35-44        I   13.8   I   86.2   I     11.9
              -I---------I---------I
               4   I      1   I     12   I       13
   45-54        I    7.7   I   92.3   I      5.3
              -I---------I---------I
               5   I      0   I      1   I        1
   55+          I     .0   I  100.0   I       .4
              -I---------I---------I
              COLUMN      141        102        243
              TOTAL      58.0       42.0      100.0
```

TABLE 31

AGE X MARITAL STATUS

65.

```
FILE     COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * *     C R O S S
    ITEM3     AGE
* * * * * * * * * * * * * * * * * * * * * *

                         MARXRES
                  COUNT  I
                  ROW PCT IMIGRANT  COMMUTER     ROW
                       I                        TOTAL
                       I        1  I        2  I
ITEM3           --------I----------I----------I
                     1  I      86  I      21  I      107
    18-24              I    80.4  I    19.6  I     44.0
                  -----I----------I----------I
                     2  I      73  I      20  I       93
    25-34              I    78.5  I    21.5  I     38.3
                  -----I----------I----------I
                     3  I      19  I      10  I       29
    35-44              I    65.5  I    34.5  I     11.9
                  -----I----------I----------I
                     4  I       7  I       6  I       13
    45-54              I    53.8  I    46.2  I      5.3
                  -----I----------I----------I
                     5  I       1  I       0  I        1
    55+                I   100.0  I      .0  I       .4
                  -----I----------I----------I
                  COLUMN       186         57       243
                  TOTAL       76.5       23.5     100.0
```

TABLE 32

RESIDENTIAL STATUS X AGE

MEAN ESTIMATED VALUE OF SPECIFIED TYPES OF INCOMES OR PRODUCTIONS*
BASED ON INDIGENOUS/SUBSISTENCE ECONOMY AT HOME AREAS
OF BOTH MIGRANT AND COMMUTING S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983.   (N = 243)

TYPE OF EMPLOYEE	A — Value of farming produce or livestock SOLD, per MONTH (R)	B — Income of woman in home, from things resold or made, per MONTH (R)	C — Value of all grown farming produce (whether consumed or sold) produced per YEAR (R)	D CATTLE NO.	D CATTLE VALUE (R)	E GOATS NO.	E GOATS VALUE (R)	F CHICKENS NO.	F CHICKENS VALUE (R)
(MARRIED)	(4,47)	(10,22)	(62,37)	(0,56)	(129,77)	(1,36)	(60,74)	(16,53)	(59,72)
ALL WORKERS :	6,16	8,17	71,96	0,64	164,08	1,65	83,97	26,31	172,10
(UNMARRIED)	(7,22)	(6,88)	(78,63)	(0,70)	(188,00)	(1,86)	(100,25)	(33,40)	(253,29)
NATURE OF CONSEQUENT SAVING/INCOME	(PORTION) OF C. & F.)	FACE VALUE EARNED	FACE VALUE EARNED/SAVED	NO SAVING — Value of animal(s) lost far outweighs the ± 2 days' eating reciprocally gained at each of ± 4 siblings' expense (i.e. ± 8 days' eating), per YEAR		NO SAVING		± R4,00 SAVED/EARNED per CHICKEN	
QUANTITY OF CONSEQUENT SAVING/INCOME	N/A	(10,22) 8,17 (6,88)	(62,37) 71,96 (78,63)	N/A		N/A		105,24	(66,12) (133,60)

ESTIMATED OVERALL SAVING/INCOME p.a. (12B + C + F)

(MARRIED)	(251,13)
	275,24
(UNMARRIED)	(294,79)

ESTIMATED OVERALL SAVING/INCOME per MONTH

ALL WORKERS :	
(MARRIED)	(20,93)
	R22,94
(UNMARRIED)	(24,57)

* based on responses to questions 46, 67 and 48.

TABLE 34.

DISTRIBUTION OF
WEEKLY WAGES EARNED (AFTER DEDUCTIONS)
AMONG S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

R A N D S P E R W E E K

NET WAGE EARNED	30-35	36-41	42-47	48-53	54-59	60-65	66±	
PERCENTAGE OF WORKFORCE	2	8	15	38	25	9	3	100%

WEIGHTED AVERAGE OF

ALL NET WAGES (N = 241):   R50,89/WEEK

R101,78/FORTNIGHT

R211,70/AVERAGE CALENDAR MONTH (HOLIDAY PERIOD SUBTRACTED)

CORRESPONDS TO BASIC PAY
RATE OF: R1,06/HOUR*

* APPROXIMATELY 96% OF AVERAGE MIN. WAGE AMONG THE LABOURERS STUDIED

```
* * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * * * * * *
   ITEM2      NAME OF EMPLOYER                        BY ITEM 57      WEEKLY  WAGE AFTER DEDUCTION
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * PAGE  1 OF
```

		ITEM57								
COUNT ROW PCT	I	30-35	36-41	42-47	48-53	54-59	60-65	R66+	ROW TOTAL	MEAN
ITEM2										
1 ATLAS	I	2 10.5	2 10.5	2 10.5	8 42.1	3 15.8	1 5.3	1 5.3	19 7.9	49,74
3 CMGM	I	1 1.7	11 18.3	18 30.0	18 30.0	4 6.7	7 11.7	1 1.7	60 24.9	48,8
4 GRINAKER	I	0 .0	3 2.7	10 8.9	51 45.5	35 31.3	11 9.8	2 1.8	112 46.5	53,81
6 LEOMAT	I	1 9.1	0 .0	4 36.4	2 18.2	3 27.3	1 9.1	0 .0	11 4.6	49,91
7 PETER BAILEY	I	0 .0	2 5.1	3 7.7	12 30.8	16 41.0	2 5.1	4 10.3	39 16.2	54,85
COLUMN TOTAL		4 1.7	18 7.5	37 15.4	91 37.8	61 25.3	22 9.1	8 3.3	241 100.0	52,10

NUMBER OF MISSING OBSERVATIONS =   2

NET WEEKLY WAGES X EMPLOYER

TABLE 35

* * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   *
    MARXRES (MARITAL STATUS)   BY   ITEM57   WAGE AFTER DEDUCTION
* PAGE 1 OF

	ITEM57 30-35	36-41	42-47	48-53	54-59	60-65	R66+	ROW TOTAL	MEAN
MARXRES									
1 UNMARRIED	3 2.1	7 5.0	23 16.4	51 36.4	38 27.1	13 9.3	5 3.6	140 58.1	52,41
2 MARRIED	1 1.0	11 10.9	14 13.9	40 39.6	23 22.8	9 8.9	3 3.0	101 41.9	51,65
COLUMN TOTAL	4 1.7	18 7.5	37 15.4	91 37.8	61 25.3	22 9.1	8 3.3	241 100.0	

COUNT / ROW PCT

NUMBER OF MISSING OBSERVATIONS =   2

NET WEEKLY WAGE X MARITAL STATUS   TABLE 36

TABLE 37:   COMPARISON OF ACTUAL INCOMES WITH THEORETICAL INCOME NEEDS
                   BY CALCULATION OF "AVAILABLE INCOME RATIO" (A.I.R.)*

	Mean wage per week	Wage per 'average calender month	"Medium" S.L.L.**	A.I.R.	Estimated Subsistence Production	Estimated TOTAL "Income"	A.I.R. including subsistence production
2. UNMARRIED	52,41	218,02	284,18	77%	24,57	242,59	85%
4. MARRIED	51,65	214,86	435,77	49%	20,93	235,79	54%

** For: nuclear family and parent (s) (Cases 2. and 4.)

 * A.I.R. = income figure ÷ theoretical needs figure x 100.

TABLE 38.

DISTRIBUTION OF
MINIMUM WAGE EXPECTATIONS
APPROPRIATE TO CATER FOR "BASIC NEEDS," (LIFE NEEDS)
AMONG S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

R A N D S   P E R   W E E K

MINIMUM WAGE EXPECTATION	0-34	35-44	45-54	55-64	65-74	75-84	85-94	95-104	105-124	125-144	145-164	165-204	205-265
PERCENTAGE OF WORKFORCE HOLDING GIVEN EXPECTATION	2	1	2	4	5	12	12	19	13	9	9	5,5	5

WEIGHTED AVERAGE
OF ALL MINIMUM
WAGE EXPECTATIONS (N = 221):   R 102,07 / WEEK
　　　　　　　　　　　　　　　　　　　R 204,13 / FORTNIGHT
　　　　　　　　　　　　　　　　　　　R 424,58 / CALENDAR MONTH
　　　　　　　　　　　　　　　　　　　R 2,12 / HOUR

TABLE 39.

MINIMUM WAGE EXPECTATIONS

OF VARIOUS TYPES OF WORKERS

(WORKERS GROUPED ACCORDING TO MARITAL AND RESIDENTIAL/MIGRATION STATUS): S.A.F.C.E.C. LABOURERS, RICHARDS BAY, AUGUST 1983

TYPE OF WORKER	MEAN MIN. WAGE EXPECTATION (RANDS PER WEEK)
UNMARRIED	R97
MARRIED	R95

TYPE OF WORKER	MEAN MIN. WAGE EXPECTATION		
DUAL-HOME MIGRANT (RURAL AND URBAN HOMES)	R96	UNMARRIED	R93
		MARRIED	R102
MIGRANT IN LODGINGS	R94	UNMARRIED	R95
		MARRIED	R92
MIGRANT IN HOSTEL	R96	UNMARRIED	R98
		MARRIED	R94
RURAL OR PERI-URBAN COMMUTER	R100	UNMARRIED	R105
		MARRIED	R96
SOLELY URBAN DWELLER	R81	UNMARRIED	R70
		MARRIED	R97

```
COL CONSTRUCTION WORKERS RICHARDS BAY  ROGER ALLEN  CASS SEPT 83                    02/20/84        PAGE  12
FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * * * *
  ITEM2     NAME OF EMPLOYER                                 BY ITEM61    MINIMUM WAGE BASIC NEEDS
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *  PAGE  1 OF  1
```

	COUNT ROW PCT	ITEM61 LESS R35	35-44	45-54	55-64	65-74	75-84	85-94	95-104	105+	ROW TOTAL	MEAN
ITEM2												
ATLAS	1	1 / 5.6	0 / .0	1 / 5.6	2 / 11.1	3 / 16.7	3 / 16.7	1 / 5.6	0 / .0	6 / 33.3	1 / 5.6	18 / 8.1	96,17
CMGM	3	1 / 1.8	2 / 3.6	1 / 1.8	1 / 1.8	3 / 5.5	6 / 10.9	7 / 12.7	14 / 25.5	14 / 25.5	6 / 10.9	55 / 24.9	109,47
GRINAKER	4	0 / .0	0 / .0	1 / 1.0	6 / 5.8	5 / 4.9	14 / 13.6	12 / 11.7	18 / 17.5	35 / 34.0	12 / 11.7	103 / 46.6	114,85
LEOMAT	6	1 / 10.0	0 / .0	1 / 10.0	0 / .0	0 / .0	2 / 20.0	1 / 10.0	1 / 10.0	2 / 20.0	2 / 20.0	10 / 4.5	111,10
PETER BAILEY	7	1 / 2.9	0 / .0	0 / .0	0 / .0	1 / 2.9	1 / 2.9	6 / 17.1	9 / 25.7	9 / 25.7	8 / 22.9	35 / 15.8	127,74
COLUMN TOTAL		4 / 1.8	2 / .9	4 / 1.8	9 / 4.1	12 / 5.4	26 / 11.8	27 / 12.2	42 / 19.0	66 / 29.9	29 / 13.1	221 / 100.0	

NUMBER OF MISSING OBSERVATIONS =   22

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * *
    ITEM2   NAME OF EMPLOYER   BY ITEM60   MINIMUM WAGE FOR WORK
*   PAGE 1 OF 1

	COUNT ROW PCT	ITEM60 45-54	55-64	65-74	75-84	85-94	95-104	105+	ROW TOTAL	MEAN
ITEM2										
ATLAS	1	1 5.6	1 5.6	4 22.2	5 27.8	3 16.7	1 5.6	2 11.1	1 5.6	18 8.1	90,00
CMGM	3	3 5.5	5 9.1	14 25.5	15 27.3	5 9.1	8 14.5	3 5.5	2 3.6	55 24.9	84,91
GRINAKER	4	3 2.9	8 7.8	19 18.4	20 19.4	14 13.6	27 26.2	9 8.7	3 2.9	103 46.6	90,19
LEOMAT	6	0 .0	0 .0	4 40.0	3 30.0	1 10.0	1 10.0	1 10.0	0 .0	10 4.5	84,00
PETER BAILEY	7	2 5.7	0 .0	6 17.1	10 28.6	7 20.0	5 14.3	3 8.6	2 5.7	35 15.8	92,57
COLUMN TOTAL		9 4.1	14 6.3	47 21.3	53 24.0	30 13.6	42 19.0	18 8.1	8 3.6	221 100.0	

NUMBER OF MISSING OBSERVATIONS =   22

TABLE 41

MINIMUM WAGE EXPECTATION (FOR WORK DONE)
X EMPLOYER

page 74

FILE   COLRICH. (CREATION DATE = 11/17/83)

```
* * * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * * * * * *
   ITEM3     AGE                                           BY ITE 61    MINIMUM WAGE BASIC NEEDS
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *   PAGE  1 OF  1
```

		ITEM61										ROW	MEAN
	COUNT ROW PCT	LESS R35	35-44	45-54	55-64	65-74	75-84	85-94	95-104	105+		TOTAL	
ITEM3													
18-24	1	3 / 3.0	1 / 1.0	2 / 2.0	2 / 2.0	2 / 2.0	11 / 11.1	7 / 7.1	21 / 21.2	36 / 36.4	14 / 14.1	99 / 44.8	117,79
25-34	2	0 / .0	1 / 1.2	2 / 2.4	6 / 7.1	5 / 6.0	9 / 10.7	12 / 14.3	13 / 15.5	26 / 31.0	10 / 11.9	84 / 38.0	112,26
35-44	3	0 / .0	0 / .0	0 / .0	1 / 4.2	2 / 9.3	4 / 16.7	5 / 20.8	5 / 20.8	2 / 8.3	5 / 20.8	24 / 10.9	115,83
45-54	4	1 / 7.7	0 / .0	0 / .0	0 / .0	3 / 23.1	2 / 15.4	2 / 15.4	3 / 23.1	2 / 15.4	0 / .0	13 / 5.9	87,77
55+	5	0 / .0	0 / .0	0 / .0	0 / .0	0 / .0	0 / .0	1 / 100.0	0 / .0	0 / .0	0 / .0	1 / .5	90,00
COLUMN TOTAL		4 / 1.8	2 / .9	4 / 1.8	9 / 4.1	12 / 5.4	26 / 11.8	27 / 12.2	42 / 19.0	66 / 29.9	29 / 13.1	221 / 100.0	

NUMBER OF MISSING OBSERVATIONS =   22

FILE   COLRICH. (CREATION DATE = 11/17/83)

```
* * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   * * * * * * * * * * * * * * * * * * * *
   ITEM3    AGE                                      BY ITEM60   MINIMUM WAGE FOR WORK
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *   PAGE  1 OF  1
```

	ITEM60									
COUNT ROW PCT	45-54	55-64	65-7.	75-84	85-94	95-104	105+		ROW TOTAL	MEAN
ITEM3										
1 18-24	4 4.0	10 10.1	12 12.1	29 29.3	12 12.1	19 19.2	9 9.1	4 4.0	99 44.8	90,00
2 25-34	3 3.6	1 1.2	24 28.6	19 22.6	11 13.1	16 19.0	7 8.3	3 3.6	84 38.0	89,40
3 35-44	1 4.2	3 12.5	7 29.2	4 16.7	1 4.2	6 25.0	2 8.3	0 .0	24 10.9	82,92
4 45-54	1 7.7	0 .0	4 30.8	1 7.7	5 38.5	1 7.7	0 .0	1 7.7	13 5.9	89,23
5 55+	0 .0	0 .0	0 .0	0 .0	1 100.0	0 .0	0 .0	0 .0	1 .5	90,00
COLUMN TOTAL	9 4.1	14 6.3	47 21.3	53 24.0	30 13.6	42 19.0	18 8.1	8 3.6	221 100.0	

NUMBER OF MISSING OBSERVATIONS =   22

TABLE 43

MINIMUM WAGE EXPECTATION (FOR WORK DONE)

X AGE

76.

COL CONSTRUCTION WORKERS RICHARDS BAY   ROGER ALLEN   CASS SEPT 83   02/20/84   PAGE   2

FILE   COLRICH. (CREATION DATE = 11/17/83)

*   C R O S S T A B U L A T I O N   O F   *
   QUEST   BY ITEM58   HOW FAIR PAY IS
*   PAGE 1 OF 1

```
                    ITEM58
             COUNT  I
             ROW PCT IPAY FAIR NOT FAIR VERY UNF   ROW
                    I                     AIR       TOTAL
                    I      2 I      3 I      4 I
QUEST        --------I--------I--------I--------I
               1    I      5 I     44 I     26 I    75
   EARLY            I    6.7 I   58.7 I   34.7 I  31.0
              -I--------I--------I--------I
               2    I      5 I     37 I     33 I    75
   MIDDLE           I    6.7 I   49.3 I   44.0 I  31.0
              -I--------I--------I--------I
               3    I      5 I     47 I     40 I    92
   LATE            I    5.4 I   51.1 I   43.5 I  38.0
              -I--------I--------I--------I
             COLUMN       15      128       99      242
             TOTAL       6.2     52.9     40.9    100.0
```

    2 OUT OF   9 (22.2%) OF THE VALID CELLS HAVE EXPECTED CELL FREQUENCY LESS THAN 5.0.
MINIMUM EXPECTED CELL FREQUENCY =   4.649
RAW CHI SQUARE =   1.88671 WITH   4 DEGREES OF FREEDOM. SIGNIFICANCE =   .7566
CRAMER'S V =   .06244
CONTINGENCY COEFFICIENT =   .08795
LAMBDA (ASYMMETRIC) =   .00000 WITH QUEST   DEPENDENT.   =   .00000 WITH ITEM58   DEPENDENT.
LAMBDA (SYMMETRIC) =   .00000
UNCERTAINTY COEFFICIENT (ASYMMETRIC) =   .00361 WITH QUEST   DEPENDENT.   =   .00451 WITH ITEM58   DEPENDENT.
UNCERTAINTY COEFFICIENT (SYMMETRIC) =   .00401
KENDALL'S TAU B =   .06377.   SIGNIFICANCE =   .1409
KENDALL'S TAU C =   .05773.   SIGNIFICANCE =   .1409
GAMMA =   .10536
SOMERS'S D (ASYMMETRIC) =   .07010 WITH QUEST   DEPENDENT.   =   .05802 WITH ITEM58   DEPENDENT.
SOMERS'S D (SYMMETRIC) =   .06349
ETA =   .07185 WITH QUEST   DEPENDENT.   =   .07611 WITH ITEM58   DEPENDENT.
PEARSON'S R =   .06829 SIGNIFICANCE =   .1450

NUMBER OF MISSING OBSERVATIONS =   1

TABLE 45
page 78

SEARCH FOR CORRELATION OF LATER INTERVIEWS WITH HIGHER WAGE DEMANDS
(OR "BUSH TELEGRAPH" EFFECT) : 2

PERCEIVED ADEQUACY OF PAY X INTERVIEW DATE

```
COL CONSTRUCTION WORKERS RICHARDS BAY ROGER ALLEN  CASS SEPT 83                02/20/84           PAGE    3

FILE  COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * *  C R O S S T A B U L A T I O N   O F  * * * * * * * * * * * * * * * * *
* QUEST                                        BY ITEM59   HOW ADEQUATE PAY IS  * * * * * * * PAGE  1 OF  1
* *

                 ITEM59
          COUNT  IJUST ENO NOT ENOU VERY MUC    ROW
        ROW PCT  IUGH     GH       H LESS      TOTAL
                 I       1I       2I       3I       4I
                 I-------I-------I-------I-------I
QUEST          1 I     2 I    35 I    38 I            75
                 I   2.7 I  46.7 I  50.7 I          31.0
EARLY            I-------I-------I-------I-------I
               2 I     1 I    27 I    47 I            75
                 I   1.3 I  36.0 I  62.7 I          31.0
MIDDLE           I-------I-------I-------I-------I
               3 I     1 I    42 I    49 I            92
                 I   1.1 I  45.7 I  53.3 I          38.0
LATE             I-------I-------I-------I-------I
         COLUMN        4     104     134            242
          TOTAL      1.7    43.0    55.4          100.0

3 OUT OF  9 ( 33.3%) OF THE VALID CELLS HAVE EXPECTED CELL FREQUENCY LESS THAN 5.0.
MINIMUM EXPECTED CELL FREQUENCY =  1.240
RAW CHI SQUARE =  3.02595 WITH   4 DEGREES OF FREEDOM.  SIGNIFICANCE =  .5535

CRAMER'S V = .07907
CONTINGENCY COEFFICIENT = .11113
LAMBDA (ASYMMETRIC) = .00667 WITH QUEST         DEPENDENT.  = .00000 WITH ITEM59   DEPENDENT.
LAMBDA (SYMMETRIC) = .00388
UNCERTAINTY COEFFICIENT (ASYMMETRIC) = .00567 WITH QUEST        DEPENDENT.  = .00818 WITH ITEM59   DEPENDENT.
UNCERTAINTY COEFFICIENT (SYMMETRIC) = .00670
KENDALL'S TAU B = .01694.     SIGNIFICANCE = .3894
KENDALL'S TAU C = .01475.     SIGNIFICANCE = .3894
GAMMA = .02903
SOMERS'S D (ASYMMETRIC) = .01934 WITH QUEST        DEPENDENT.  = .01483 WITH ITEM59   DEPENDENT.
SOMERS'S D (SYMMETRIC) = .01670
ETA = .05092 WITH QUEST         DEPENDENT.  = .10149 WITH ITEM59   DEPENDENT.
PEARSON'S R = .02698 SIGNIFICANCE = .3381

NUMBER OF MISSING OBSERVATIONS =   1
```

COL CONSTRUCTION WORKERS RICHARDS BAY   ROGER ALLEN   CASS SEPT 83   02/20/84   PAGE   4

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   *
    QUEST   BY ITEM60   MINIMUM WAGE FOR WORK
*   PAGE 1 OF 1

```
            ITEM60
      COUNT I
      ROW PCT I45-54    55-64    65-74    75-84    85-94    95-104    105+                ROW
            I                                                                            TOTAL
            I     3  I    4  I    5  I    6  I    7  I    8  I    9  I   10  I
QUEST    ---------I------I------I------I------I------I------I------I------I
         1  I     5  I    3  I   15  I   15  I    5  I   17  I    6  I    2  I     68
  EARLY     I   7.4  I  4.4 I 22.1 I 22.1  I  7.4  I 25.0 I  8.8  I  2.9  I    30.8
         -I------I------I------I------I------I------I------I------I
         2  I     3  I    5  I   12  I   19  I   12  I   12  I    3  I    3  I     69
  MIDDLE    I   4.3  I  7.2 I 17.4 I 27.5  I 17.4  I 17.4 I  4.3  I  4.3  I    31.2
         -I------I------I------I------I------I------I------I------I
         3  I     1  I    6  I   20  I   19  I   13  I   13  I    9  I    3  I     84
  LATE      I   1.2  I  7.1 I 23.8 I 22.6  I 15.5  I 15.5 I 10.7  I  3.6  I    38.0
         -I------I------I------I------I------I------I------I------I
      COLUMN      9        14       47       53       30       42       18        8        221
      TOTAL     4.1      6.3     21.3     24.0     13.6     19.0      8.1      3.6      100.0
```

     8 OUT OF   24 (33.3%) OF THE VALID CELLS HAVE EXPECTED CELL FREQUENCY LESS THAN 5.0.
MINIMUM EXPECTED CELL FREQUENCY =   2.462
RAW CHI SQUARE =   12.35620 WITH   14 DEGREES OF FREEDOM. SIGNIFICANCE =   .5777
CRAMER'S V =   .16720
CONTINGENCY COEFFICIENT =   .23011
LAMBDA (ASYMMETRIC) =   .05839 WITH QUEST   DEPENDENT.   =   .01786 WITH ITEM60   DEPENDENT.
LAMBDA (SYMMETRIC) =   .03607
UNCERTAINTY COEFFICIENT (ASYMMETRIC) =   .02722 WITH QUEST   DEPENDENT.   =   .01577 WITH ITEM60   DEPENDENT.
UNCERTAINTY COEFFICIENT (SYMMETRIC) =   .01997
KENDALL'S TAU B =   .00867.   SIGNIFICANCE =   .4386
KENDALL'S TAU C =   .00964.   SIGNIFICANCE =   .4386
GAMMA =   .01165
SOMERS'S D (ASYMMETRIC) =   .00775 WITH QUEST   DEPENDENT.   =   .00969 WITH ITEM60   DEPENDENT.
SOMERS'S D (SYMMETRIC) =   .00862
ETA =   .18630 WITH QUEST   DEPENDENT.   =   .03384 WITH ITEM60   DEPENDENT.
PEARSON'S R =   .02243 SIGNIFICANCE =   .3701

NUMBER OF MISSING OBSERVATIONS =   22

COL CONSTRUCTION WORKERS RICHARDS BAY   ROGER ALLEN   CASS SEPT 83   02/20/84   PAGE   5

FILE   COLRICH. (CREATION DATE = 11/17/83)

* * * * * * * * * * * * * * * * * *   C R O S S T A B U L A T I O N   O F   *
    QUEST   BY ITEM61   MINIMUM WAGE BASIC NEEDS
*   PAGE 1 OF 1

	COUNT	ITEM61										
	ROW PCT	LESS R35	35-44	45-54	55-64	65-74	75-84	85-94	95-104	105+		ROW TOTAL
		1	2	3	4	5	6	7	8	9	10	
QUEST	1	0	0	0	4	3	12	5	14	22	8	68
EARLY		.0	.0	.0	5.9	4.4	17.6	7.4	20.6	32.4	11.8	30.8
	2	1	1	2	1	3	4	13	15	19	10	69
MIDDLE		1.4	1.4	2.9	1.4	4.3	5.8	18.8	21.7	27.5	14.5	31.2
	3	3	1	2	4	6	10	9	13	25	11	84
LATE		3.6	1.2	2.4	4.8	7.1	11.9	10.7	15.5	29.8	13.1	38.0
	COLUMN TOTAL	4 1.8	2 .9	4 1.8	9 4.1	12 5.4	26 11.8	27 12.2	42 19.0	66 29.9	29 13.1	221 100.0

    15 OUT OF   30 (50.0%) OF THE VALID CELLS HAVE EXPECTED CELL FREQUENCY LESS THAN 5.0.
MINIMUM EXPECTED CELL FREQUENCY =   .615
RAW CHI SQUARE =   17.42688 WITH   18 DEGREES OF FREEDOM. SIGNIFICANCE =   .4940
CRAMER'S V =   .19856
CONTINGENCY COEFFICIENT =   .27035
LAMBDA (ASYMMETRIC) =   .05839 WITH QUEST   DEPENDENT.   =   .00000 WITH ITEM61   DEPENDENT.
LAMBDA (SYMMETRIC) =   .02740
UNCERTAINTY COEFFICIENT (ASYMMETRIC) =   .04233 WITH QUEST   DEPENDENT.   =   .02402 WITH ITEM61   DEPENDENT.
UNCERTAINTY COEFFICIENT (SYMMETRIC) =   .03065
KENDALL'S TAU B = -.03557.   SIGNIFICANCE =   .2630
KENDALL'S TAU C = -.03943.   SIGNIFICANCE =   .2630
GAMMA = -.04798
SOMERS'S D (ASYMMETRIC) = -.03193 WITH QUEST   DEPENDENT.   = -.03963 WITH ITEM61   DEPENDENT.
SOMERS'S D (SYMMETRIC) = -.03537
ETA =   .17384 WITH QUEST   DEPENDENT.   =   .09227 WITH ITEM61   DEPENDENT.
PEARSON'S R = -.08338 SIGNIFICANCE =   .1085

NUMBER OF MISSING OBSERVATIONS =   22

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A P P E N D I X   A

The Interview Schedule Used for the Survey

CONFIDENTIAL

U N I V E R S I T Y   O F   N A T A L

C E N T R E   F O R   A P P L I E D   S O C I A L   S C I E N C E S

COST OF LIVING STUDY

MIGRANT CONSTRUCTION WORKERS, RICHARDS BAY/EMPANGENI

INTERVIEW SCHEDULE

(ENGLISH)

INTERVIEWER:

Name ....
Date ....
Time ....

RESPONDENT:

Job & Official Designation ....
Department/Section ....
Name of Employer ....
Place ....

SAMPLING VARIABLES:

Length of Service ....
Usual Worksite ....
Age ....
Urban Resident/Migrant ....

CODING OF COVER VARIABLES.

NAME OF INTERVIEWER :

	T.N. DIMBA	D.M. DLAMINI	S. DUBAZANA	M.J. LUTHULI	B. MHLONGO	E. MSOMI	L.B. MTHEMBU	T.K. NENE	N. NGOBO	A. SHABALALA	R. ZULU	B.O. ZUNGU
4,5 –	1	2	3	4	5	6	7	8	9	10	11	12

NAME OF EMPLOYER :

	ATLAS ROADS	CONSERVATION CONTRACTORS	C.M.G.M. CIV. ENG.	GRINAKER CONSTRUCTION	MURRAY & ROBERTS	LEOMAT CONSTRUCTION	PETER BAILEY CONSTRUCTION	S.M. GOLDSTEIN
6 –	1	2	3	4	5	6	7	8

N.B. Interview only male, unskilled, employees.

1. What is your age? [   ] years

18-24	25-34	35-44	45-54	55+
1	2	3	4	5

7 –

2. What is your home language? _____

And your ethnic group ("tribe")? _____

XHOSA Ciskei	PONDO Transkei	XHOSA Transkei	ZULU Natal	ZULU and TONGA	TONGA	SWAZI	NYASA	OTHER
1	2	3	4	5	6	7	8	9

8 –

3. What is or was your father's occupation? (Details)

Traditional	Trad. + Status	Manual or Service	Semi-Skilled	Skilled	Clerical	Professional	OTHER	Don't know
1	2	3	4	5	6	7	8	9

9 –

4. Where were you born? (Details) _____

Name of the nearest town/city _____

10, 11 – [|] (Code AREA on map)

5. How well can you speak English or Afrikaans?
   (INTERVIEWER HELP RESPONDENT TO DECIDE)

		None	Understand a little	Speak a little	Understand and speak quite well	
English	12 –	1	2	3	4	← (Mark one box only)
Afrikaans	13 –	1	2	3	4	← (Mark one box only)

6. Think about all the years of your life AFTER LEAVING SCHOOL up until the time you STARTED working with this present employer.

● Between leaving school and starting work with this present employer, how many years passed?

		years

YEARS

	Less than 1	1-2	3-5	6-9	10-14	15+
14 –	1	2	3	4	5	6

7. Think about your WHOLE LIFE since you were born;
    and your EARLY CHILDHOOD, your SCHOOLING, and yo

    ● Since you were born, HOW MANY YEARS have you:
    (INTERVIEWER MUST HELP RESPONDENT TO CALCULATE)

    - Lived as a child before school, in a rural/
      homeland area.

    - Lived as a child before school, in a town-
      ship/town/city.

    - Attended school, in a rural/homeland area.

    - Attended school, in a township/town/city.

    - Worked after leaving school, in rural
      areas, on your own land or in a homeland.

    - Worked after leaving school, on white farm.

    - Worked after leaving school, on mines.

    - Worked after leaving school, in a township/
      town/city, employed by others or by a firm.

    - Worked after leaving school, in a township/
      town/city, earning money privately.

    - Lived after leaving school, in a rural/
      homeland area, not working.

    - Lived after leaving school, in a township/
      town/city, not employed and not earning money.

and all the different PLACES you have been in;
ur WORK.

Y E A R S

No. of years		Never	Less than 1	1-2	3-5	6-9	10+
☐	15 −	1	2	3	4	5	6
☐	16 −	1	2	3	4	5	6
☐	17 −	1	2	3	4	5	6
☐	18 −	1	2	3	4	5	6
☐	19 −	1	2	3	4	5	6
☐	20 −	1	2	3	4	5	6
☐	21 −	1	2	3	4	5	6
☐	22 −	1	2	3	4	5	6
☐	23 −	1	2	3	4	5	6
☐	24 −	1	2	3	4	5	6
☐	25 −	1	2	3	4	5	6

8. What is the highest standard you passed at school? _____

  • Do you have any higher education, or artisan qualification, or vocational training?   (Details)

	No Schooling	Sub A/B	Std. 1-2	Std. 3-5	Std. 6-7	Std. 8/JC	Matric	Artisan/ Vocational	Higher Education
26 -	1	2	3	4	5	6	7	8	9

9. How well can you read and write?

	No, not at all	Yes, a little	Yes, quite easily	
Read 27 -	1	2	3	←—— (Mark one box only)
Write 28 -	1	2	3	←—— (Mark one box only)

10. Think about all the work you did BEFORE joining your present employer.

  • Before starting this job with your present employer, have you ever been employed by any OTHER EMPLOYERS, for a wage?

	NO	YES
29 -	1	2

11. Tell me about the jobs you have done FOR OTHER EMPLOYERS, before your present job.

   ● First of all, the last job before this one.

30 -

```
9 Domestic/Service
8 Agriculture
7 Sugar Ind./Forestry
6 Govt./Admin/Services
6 Education/Health
5 Mining
4 Construction
3 Transport
2 Industry
1 Commerce
```

31-
```
3 City
2 Town
1 Rural
```

32,33 -

34 -
```
4 Driver
4 Clerical
3 Supervisory
2 Semi-skilled
1 Manual
1 Labourer
```

35 -
```
9 R66+
8 R60-65
7 R54-59
6 R48-53
5 R42-47
4 R36-41
3 R30-35
2 R24-29
1 Less than R24
```

36-
```
8 10+  years
7 6-9  years
6 3-5  years
5 1-2  years
4 6-11 months
3 3-5  months
2 1-2  months
1 Less than 1 month
```

NAME OF EMPLOYER	TYPE OF WORK: (DESCRIBE)	CODE	NAME OF PLACE	URBANISM OF PLACE	NAME OF NEAREST TOWN OR CITY	Area code on map	YOUR JOB (DETAILS)	Job Code	GROSS WAGE Rands/Week	Wage Code	DURATION Years	Months	Service Code
● YOUR LAST JOB:									R	-			
		37 -		*38 -*		*39,40 -*		*41 -*		*42 -*			*42 -*
● JOB BEFORE THAT:									R				

12. Think about just the 12 months immediately before starting work with this present employer.

● In the 12 MONTHS before starting work with this present employer, HOW MANY MONTHS were you:

(INTERVIEWER MUST HELP RESPONDENT TO CALCULATE)

	MONTHS		NEVER	LESS THAN 1	1-2	3-5	6-8	9-12
- In a rural/homeland area, farming or gardening for yourself.		44 -	1	2	3	4	5	6
- In a rural/homeland area, farming or gardening for others.		45 -	1	2	3	4	5	6
- In a rural/homeland area, not working		46 -	1	2	3	4	5	6
- In a town/township/city, employed by others or a firm		47 -	1	2	3	4	5	6
- In a town/township/city, earning money privately		48 -	1	2	3	4	5	6
- In a town/township/city, not employed		49 -	1	2	3	4	5	6
- Working on mines		50 -	1	2	3	4	5	6
- OTHER activity (Details) _____		51 -	1	2	3	4	5	6

13. When you FIRST STARTED work here with this employer, why did you seek work HERE in the RICHARDS BAY AREA?
(INTERVIEWER RECORD SPONTANEOUS ANSWER)

● Which of the following phrases would best describe your reason:
(INTERVIEWER READ OUT ALL PHRASES, HELP RESPONDENT CHOOSE.)

52,53 –   54,55 –

FIRST REASON	SECOND REASON	
1	1	I felt I had no choice. (Fatalistic, or Desperate)
2	2	I live near here.
3	3	I was working in this area before/already.
4	4	I wanted to live and work in a town.
5	5	I heard that transport is good between my home area and Richards Bay/Empangeni.
6	6	Because of accommodation I could get in the Richards Bay/Empangeni area.
7	7	I was advised by friends to try Richards Bay/Empangeni area.
8	8	I knew friends already in Richards Bay/Empangeni area.
9	9	I was recruited while in homeland or elsewhere.
10	10	I heard jobs were available/good in Richards Bay/Empangeni.
11	11	I heard pay was good in Richards Bay/Empangeni.
12	12	I wanted urban/industrial/factory working experience.
13	13	I needed to earn cash.
14	14	Drought drove me from my rural land.
15	15	I wanted to get away from rural areas.
16	16	I wanted to get away from kinfolk or kin obligations.
17	17	Conditions were bad in distant region where I was working before.
18	18	I wanted to be nearer my home/homeland area than before.
19	19	I think working in Richards Bay/Empangeni could lead me on to a job in Durban.
20	20	I could not get a work permit for another region.
21	21	OTHER reason (Details) _____
22	22	OTHER reason (Details)

----

14. When you first started work here with this employer, why did you seek work HERE, with THIS COMPANY?

● Which of the following phrases would best describe your reason?
  (INTERVIEWER READ OUT ALL PHRASES, HELP RESPONDENT CHOOSE.)

56,57 -   58,59 -

FIRST REASON	SECOND REASON	
1	1	I felt I had no choice (Fatalistic or Desperate).
2	2	I joined the first employer that accepted me.
3	3	I had worked with this employer before.
4	4	I heard that jobs were available here.
5	5	I live near this employer.
6	6	I heard this Company is a good employer, because of its pay.
7	7	I heard this Company is a good employer, because of its conditions and work.
8	8	I heard this Company is a good employer, because of the accommodation it provides.
9	9	I was advised by friends to try this Company.
10	10	I knew men already in this Company.
11	11	I was recruited while in homeland or elsewhere.
12	12	I wanted to work in the construction industry.
13	13	OTHER Reason. (Details) _____
14	14	OTHER Reason. (Details) _____

15. Think about the time when you first joined this Company.

   ● When you FIRST STARTED WORKING with this Company, was your new job here better, or worse, than the job you did before with your previous employer?

	BETTER	THE SAME	WORSE	· NOT APPLICABLE

I cannot say, because this Company was my FIRST employer. (CODE all lines: 4)

		BETTER	THE SAME	WORSE	· NOT APPLICABLE
The new SUPERVISION was:	60 –	1	2	3	4
The new JOB IN GENERAL was:	61 –	1	2	3	4
The new PAY was:	62 –	1	2	3	4
The new WORKING CONDITIONS were:	63 –	1	2	3	4
The new BENEFITS were:	64 –	1	2	3	4
The new ACCOMMODATION or TRANSPORT to and from work, were:	65 –	1	2	3	4

16. How long have you been employed by this Company? _____ YEARS, and _____ MONTHS.

	MONTHS			YEARS				
	LESS THAN 3	3-5	6-11	1-2	3-5	6-9	10-14	15+
66 –	1	2	3	4	5	6	7	8

←——— (Mark ONE box only)

17. In your job, do you ever have to work in places AWAY from the Company's main base here in RICHARDS BAY? YES ☐ NO ☐

● Which of these phrases best describes the FURTHEST PLACES that you work in?

67 -

1	I work always at the BASE in Richards Bay.
2	I work sometimes at OTHER SITES, but in the Richards Bay/Empangeni area.
3	I work sometimes at DISTANT SITES, FAR from Richards Bay.
4	I work nearly always at OTHER SITES, but in the Richards Bay/Empangeni area.
5	I work nearly always at DISTANT SITES, FAR from Richards Bay.

18. Please tell me about the WAGE you earn at present, for your present job.

What is the weekly wage paid to you, before deductions? _____RANDS and _____CENTS per WEEK.

LESS THAN R24	R24-29	R30-35	R36-41	R42-47	R48-53	R54-59	R60-65	R66+
1	2	3	4	5	6	7	8	9

68 -

19. What is the weekly wage you receive, <u>after deductions</u>? _____ RANDS and _____ CENTS per WEEK

LESS THAN R24	R24-29	R30-35	R36-41	R42-47	R48-53	R54-59	R60-65	R66+
1	2	3	4	5	6	7	8	9

69 -

20. What kinds of DEDUCTIONS do you have to pay from your wage, and how much per week?

Type of DEDUCTION	Payment per WEEK
Pension ?	R____,___
U.I.F. ?	R____,___
Insurance ?	R____,___
Trade Union ?	R____,___
OTHER (Details)	
-------------------------	R____,____
-------------------------	R----,----

70   71   72

Code TOTAL DEDUCTIONS in CENTS ⟶ ☐☐ ☐

21. Think about the kind of work you do here, and the pay that is paid for it by this Company and other similar firms in the Richards Bay/Empangeni area.

● How fair do you think YOUR PAY is FOR THE WORK YOU DO and the skills you have?

(CHOOSE ONE ANSWER FROM THE FOLLOWING)

73-

1	My pay is more than fair for the work I do.
2	My pay is fair for the work I do.
3	My pay is not fair for the work I do.
4	My pay is VERY UNFAIR for the work I do.

22. Now, think about the money necessary for all the things you need to survive, to support your family, and to make plans for the future.

● How adequate is your pay for getting all the things that you and your family need, to live properly now, and to plan for the future?

(CHOOSE ONE ANSWER FROM THE FOLLOWING)

74-

1	My pay is more than enough for my family needs and plans.
2	My pay is just enough for my family needs and plans.
3	My pay is not enough for my family needs and plans.
4	My pay is VERY MUCH LESS than enough for my family needs and plans

23. Now, think again about YOUR JOB and the work you do.
    (INTERVIEWER NOW DISCUSS <u>REALISTIC</u> WAGE EXPECTATIONS)

    ● What do you think should be the lowest fair wage for THE WORK YOU DO and the skills you have?
    _____ RANDS per WEEK

24. What do you think should be the lowest wage to allow you to buy, and do, the things you want?
    _____ RANDS per WEEK

    ●

	RANDS PER WEEK								
	LESS THAN 35	35-44	45-54	55-64	65-74	75-84	85-94	95-104	105+
Minimum wage appropriate for work done: 75 –	1	2	3	4	5	6	7	8	9
Minimum wage appropriate for basic needs: 76 –	1	2	3	4	5	6	7	8	9

24b. People sometimes COMPLAIN about work in the Building and construction industry.   We want to know the MAIN REASONS for the complaints.

o If YOU complain about Building and Construction work, what is your biggest complaint?

(INTERVIEWER: RECORD SPONTANEOUS ANSWER)

----

o Which of the following complaints are the MOST IMPORTANT for you:

(INTERVIEWER: READ OUT ALL COMPLAINTS, HELP RESPONDENT DECIDE)

25 - FIRST CHOICE	26 - SECOND CHOICE	ORDER MENTIONED	
1	1		Working in DIFFERENT places, not one place.
2	2		Working in places with NO proper ACCOMMODATION.
3	3		Working on SHORT contracts, instead of building up continuous long service.
4	4		Doing labourer's work which has low status.
5	5		Getting too TIRED in manual labour.
6	6		Working HIGH UP above the ground.
7	7		Working in all kinds of weather.
8	8		Getting DIRTY with mud or dust or cement.
9	9		OTHER (Details)

----

25. Tell me about all the BENEFITS you receive from this Company in ADDITION to your pay.
Benefits are things which are given to you, or services which help you.
- Tell me about your benefits, in order of importance to you; in other words, FIRST tell me about the benefit that is the MOST important or valuable to you.

(INTERVIEWER DISCUSS WITH RESPONDENT)

(INTERVIEWER PROBE AFTER FIRST RESPONSES): Do you want to mention anything else?

			MENTIONED:			
BENEFIT	ORDER MENTIONED		1st	2nd	3rd	NOT AT ALL
MEALS OR FOOD		77 -	1	2	3	4
TRANSPORT		78 -	1	2	3	4
ACCOMMODATION		79 -	1	2	3	4

26. Let's talk about the benefits in more detail.
I believe the Company/Employer gives you MEALS or FOOD?   Yes ☐   No ☐ (⟶ Code "1" below.)

- Which of the following phrases would best describe your attitude or feeling about this benefit?
(INTERVIEWER READ OUT ALL PHRASES, HELP RESPONDENT CHOOSE ONE)

80 -

1	NOT APPLICABLE: RESPONDENT DOES NOT RECEIVE THIS BENEFIT.
2	I would like the Company to stop this benefit, and pay me a little more instead.
3	I would like the Company to maintain this benefit just as it is.
4	I would like the Company to pay me a little less, and improve this benefit by_____
4	I would like the Company to pay me a little less, and improve this benefit by _____
5	The Company should improve this benefit anyway, at its own expense.
6	OTHER (Details) _____

27. I believe the Company/Employer helps you with TRANSPORT?   YES ☐   NO ☐   (⟶ Code "1" below)

4 −

1	NOT APPLICABLE: RESPONDENT DOES NOT RECEIVE THIS BENEFIT.
2	I would like the Company to stop this benefit, and pay me a little more instead.
3	I would like the Company to maintain this benefit just as it is.
4	I would like the Company to pay me a little less, and improve this benefit by _____
4	I would like the Company to pay me a little less, and improve this benefit by _____
5	The Company should improve this benefit anyway, at its own expense.
6	OTHER (Details) _____

28. I believe the Company/Employer helps you with ACCOMMODATION?   YES ☐   NO ☐   (⟶ Code "1" below)

5 −

1	NOT APPLICABLE: RESPONDENT DOES NOT RECEIVE THIS BENEFIT.
2	I would like the Company to stop this benefit, and pay me a little more instead.
3	I would like the Company to maintain this benefit just as it is.
4	I would like the Company to pay me a little less, and improve this benefit by _____
4	I would like the Company to pay me a little less, and improve this benefit by _____
5	The Company should improve this benefit anyway, at its own expense.
6	OTHER (Details) _____

29. Tell me about the place or places where you live or have a home.
   (INTERVIEWER DISCUSS WITH RESPONDENT)
   - Which of the following descriptions describes you best?
   (INTERVIEWER READ ALL DESCRIPTIONS AND HELP RESPONDENT CHOOSE ONE)

   6,7 -

1	A person from a home in a RURAL HOMELAND area, who, while working in Richards Bay/Empangeni, ALSO has another home in a TOWNSHIP HOUSE, near the town.
2	A person from a home in a RURAL HOMELAND area, who, while working in Richards Bay/Empangeni, ALSO has another home in a SQUATTER SETTLEMENT SHACK, near the town.
3	A person from a home in a RURAL HOMELAND area, who, while working in Richards Bay/Empangeni, lives in LODGINGS near the town.
4	A person from a home in a RURAL HOMELAND area, who lives in a Company HOSTEL or COMPOUND while working in Richards Bay/Empangeni.
5	A person from a home in a RURAL HOMELAND area, who travels all the way from that home to work in Richards Bay/Empangeni EVERY DAY, and who has NO accommodation near the town.
6	A person from a home in a DISTANT CITY or TOWN, who, while working in Richards Bay/Empangeni, lives in LODGINGS near the town.
7	A person from a home in a DISTANT CITY or TOWN, who, while working in Richards Bay/Empangeni, lives in a Company HOSTEL or COMPOUND.
8	A person with NO real home in a distant place, but who has a HOME in a TOWNSHIP HOUSE, near Richards Bay/Empangeni.
9	A person with NO real home in a distant place, but who has a HOME in a SQUATTER SETTLEMENT SHACK, near Richards Bay/Empangeni.
10	A person with NO real home in a distant place, but who lives in a LODGING IN A TOWNSHIP HOUSE near Richards Bay/Empangeni.
11	A person with NO real home in a distant place, but who lives in LODGINGS in a SQUATTER SETTLEMENT, near Richards Bay/Empangeni.
12	A person with NO real home in a distant place, but who lives in a COMPANY HOSTEL or COMPOUND in Richards Bay/Empangeni, or in a WHITE SUBURB.
13	OTHER (Details) _____

30. Which of the following do you feel yourself to be?
    (INTERVIEWER READ OUT DESCRIPTIONS)

8 –

1	A person who is fully of the town or city, and whose life and future is in the city or town.
2	A person whose real place is in the rural area, but who has to work in the town or city.
3	A person who is changing from a rural person to being a city person.

31. I want to learn about ALL the different places where you live, or have a home, or are a lodger, either here IN Richards Bay/ Empangeni area, or NEAR Richards Bay, or FAR from Richards Bay.

(COMMUTING DESTINATIONS.)

● First, tell me about the dwelling-place or home where you go, to sleep, after work on a weekday.   This place is in, or near, Richards Bay/Empangeni area.   You go there after work every day.

(EMPHASISE:) WE CALL THIS YOUR "NEAR DWELLING-PLACE".   It could be your home, or a lodging.

(INTERVIEWER DISCUSS WITH THE RESPONDENT)

● Is this "NEAR" dwelling-place: (READ OUT ALL DESCRIPTIONS, HELP RESPONDENT CHOOSE ONE)

9,10-

1	A Company ACCOMMODATION or HOSTEL?
2	A place in a WHITE SUBURB, where you are a LODGER or a guest/visitor?
3	A HOUSE in a TOWNSHIP, where you live with your wife, or family, or kin, and which you think of as HOME?
4	A HOUSE in a TOWNSHIP, where you are a LODGER or a guest/visitor?
5	A SHACK in a SQUATTER SETTLEMENT, where you live with your wife, or family, or kin, and which you think of as HOME?
6	A SHACK in a SQUATTER SETTLEMENT, where you are a LODGER or guest/visitor?
7	A place on a WHITE FARM, where you live with your wife, or family, or kin, and which you think of as HOME?
8	A place on a WHITE FARM, where you are a lodger or guest/visitor?
9	A house or hut or kraal in a RURAL HOMELAND area, where you live with your wife, or family, or kin, and which you think of as HOME?
10	A house or hut or kraal in a RURAL HOMELAND area, where you are a lodger or guest/visitor?
11	OTHER (Details)

----

32.   (MIGRATION DESTINATIONS.)

We have just been talking about your "NEAR DWELLING-PLACE".

Tell me now about your OTHER home or place where you sometimes visit.   This place is probably outside of Richards Bay/Empangeni area,
or far from Richards Bay.   You do NOT go there after work every day.   Perhaps you visit this place at month-ends or week-ends.

(EMPHASISE:)   WE CALL THIS YOUR "FAR DWELLING-PLACE".   (INTERVIEWER DISCUSS WITH RESPONDENT)

● Is this other, "FAR" dwelling-place:

(READ OUT ALL DESCRIPTIONS, HELP RESPONDENT CHOOSE ONE)

11,12 –

1	RESPONDENT DOES NOT HAVE A SECOND OR "FAR" DWELLING-PLACE.
2	A HOUSE in a TOWNSHIP near Richards Bay/Empangeni where you live with a girlfriend or relatives, but which is NOT your real home?
3	A SHACK in a SQUATTER SETTLEMENT near Richards Bay/Empangeni where you live with a girlfriend or relatives, but which is NOT your real home?
4	A HOUSE in a TOWNSHIP, near Richards Bay/Empangeni where your wife or family or kin live, and which you think of as HOME?
5	A SHACK in a SQUATTER SETTLEMENT near Richards Bay/Empangeni where your wife or family or kin live, and which you think of as HOME?
6	A place on a WHITE FARM, where your kin or family or wife live, and which you think of as HOME?
7	A place in a kraal or village or township, in a RURAL area NOT FAR from Richards Bay/Empangeni, where your wife or family or kin live?
8	A place in a kraal or village or township, in a RURAL area FAR from Richards Bay/Empangeni, where your wife or family or kin live?
9	A place in a DISTANT TOWNSHIP, at another city or town, which you think of as HOME?
10	A place in a DISTANT SQUATTER SETTLEMENT, at another city or town, which you think of as HOME?
11	OTHER (Details)

● IF RESPONDENT ANSWERS (2) or (3), GO TO NEXT QUESTION.
                        OTHERWISE, SKIP NEXT QUESTION.

33. (FURTHER MIGRATION DESTINATIONS)

We have now talked about your "NEAR DWELLING-PLACE" and your "FAR DWELLING PLACE".
You might also have ANOTHER home or dwelling place which is even further away. This could be
your real home, or where your wife and family are living. Perhaps you do not visit this place
very often.   (EMPHASISE:) WE WOULD CALL THIS YOUR "THIRD DWELLING-PLACE".

(INTERVIEWER DISCUSS WITH RESPONDENT)

● Is this other, THIRD dwelling-place:

(READ OUT ALL DESCRIPTIONS, HELP RESPONDENT CHOOSE ONE)

13 –

1	RESPONDENT DOES NOT HAVE ANOTHER, THIRD DWELLING PLACE.
2	A place on a WHITE FARM, where your wife or family or kin live?
3	A place in a kraal or village or township, in a RURAL area NOT FAR from Richards Bay/ Empangeni, where your wife or family or kin live?
4	A place in a kraal or village or township, in a RURAL area FAR from Richards Bay/ Empangeni, where your wife or family or kin live?
5	A place in a DISTANT TOWNSHIP, at another city or town, where your wife or family or kin live?
6	A place in a DISTANT SQUATTER SETTLEMENT, at another city or town, where your wife or family or kin live?
7	OTHER (Details)

34. (LOCUS, NATURE, AND COSTS OF HOMES/HOUSING)

Tell me more about the homes or lodgings that you have, here near Richards Bay/Empangeni, and further away in the rural or homeland areas. I want to know WHERE those places are, and also about HOW MUCH they cost you each year. First, the place nearest to here.

(INTERVIEWER DISCUSS WITH RESPONDENT.).

17-
6. White suburb
5. Township
4. Squatter settlement
3. Rural village
2. Rural kraal
1. White farm

	REGION on map	AREA on map	TYPE OF SETTLEMENT	HOUSING COSTS						TENURE COSTS						MAINTENANCE COSTS		
NAME AND LOCATION OF DWELLING-PLACE (Details)	14-	15,16-		RENT(S)			PAYMENT(S) TO PURCHASE			TAXES			TRIBUTE(S)					
				Type, or to whom	AMOUNT per year	18,19- *CODE	Type, or to whom	AMOUNT per year	20,21- *CODE	Type, or to whom AMOUNT per year		22,23- *CODE	Type, or to whom	AMOUNT per year	24,25- *CODE	Type of maintenance	AMOUNT per year	26,27- *CODE
"NEAR" ● DWELLING-PLACE:				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
	28-	29,30-	31-			32,33 -			34,35 -			36,37-			38,39-			40,41-
"FAR" ● DWELLING-PLACE:				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
	42-	43,44-	45-			46,47 -			48,49 -			50,51-			52,53-			54,55-
"THIRD" ● DWELLING-PLACE				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	
				R__,__			R__,__			R__,__			R__,__				R__,__	

*CODE TOTAL COST IN NEAREST NUMBER OF WHOLE RANDS.

35. RANGE, FREQUENCY, AND COSTS OF COMMUTING AND MIGRATIONS)

I want to learn about all the travelling you do, either between work and home, or between one home and another home.

● Tell me about how you travel to your home(s), STARTING FROM HERE at Richards Bay/Empangeni.

(INTERVIEWER DISCUSS WITH RESPONDENT)

Code TOTAL Time:
9. 8+ hours
8. 6-7 hours
7. 5 hours
6. 4 hours
5. 3 hours
4. 90-119 minutes
3. 60-89 minutes
2. 30-59 minutes
1. less than 30

Code TOTAL cost in nearest number of whole Rands:

Code NUMBER OF visits per year

STAGE ON ROUTE (Name of Place)	TYPE OF TRANSPORT (Describe)	TIME TAKEN Hours:	Minutes:	56,57 - CODE	COST OF TRANSPORT	58,59 - CODE	HOW OFTEN? Times per year	60,61 - CODE
● JOURNEY TO "NEAR" DWELLING-PLACE: to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			
				62,63 -		64,65 -		66,67 -
● JOURNEY TO "FAR" DWELLING-PLACE: to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			
				68,69 -		70,71 -		72,73 -
● JOURNEY TO "THIRD" DWELLING-PLACE: to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			
to					R __,__			

36. (FAMILY SIZE AND DEPENDENCY OBLIGATIONS)

I want to learn about ALL your family or kinfolk who live AT YOUR HOME(S).

● Tell me about EVERY person who lives at your home, and what they DO, how much they DEPEND on you, and HOW MUCH they EARN. First, your home nearest to here.

(INTERVIEWER DISCUSS WITH RESPONDENT)

(DO NOT DESCRIBE THE RESPONDENT HIMSELF)

(ONLY DESCRIBE HOMES, NOT LODGINGS, ON THESE TABLES)

A. "NEAR" DWELLING-PLACE: Home? [   ] , or Lodging? [   ]   (Mark ONE box)

NAME OF PERSON	RELATIONSHIP TO RESPONDENT	SEX	AGE	MARITAL STATUS	EDUCATION	OCCUPATION (or STD. in SCHOOL)	WHERE WORKING	OWN INCOME per month	WHETHER DEPENDENT ON RESPONDENT
								R__,__	
								R__,__	
								R__,__	
								R__,__	
								R__,__	
								R__,__	
								R__,__	
								R__,__	
								R__,__	

Column header notes:
- SEX: F / M
- MARITAL STATUS: W Widowed, M Married, S Single
- WHERE WORKING: H Always near home. M Migrant.
- WHETHER DEPENDENT ON RESPONDENT: Fully / Partly / Not at all

B. "FAR" DWELLING-PLACE: Home? [ ] , or Lodging? [ ]   (Mark ONE box)

● Now, tell me about ALL the people who live at THIS home.
   (INTERVIEWER DISCUSS WITH RESPONDENT)
   (DO NOT DESCRIBE THE RESPONDENT HIMSELF)

NAME OF PERSON	RELATIONSHIP TO RESPONDENT	SEX (F / M)	AGE	MARITAL STATUS (W Widowed / M Married / S Single)	EDUCATION	OCCUPATION (or STD. in SCHOOL)	WHERE WORKING (H Always near home. / M Migrant.)	OWN INCOME per month	WHETHER DEPENDENT ON RESPONDENT (Fully / Partly / Not at all)
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	

C. "THIRD" DWELLING-PLACE: Home? [   ] , or Lodging? [   ]   (Mark ONE box)

● Now, tell me about ALL the people who live at THIS home.
  (INTERVIEWER DISCUSS WITH RESPONDENT)
  (DO NOT DESCRIBE THE RESPONDENT HIMSELF)

NAME OF PERSON	RELATIONSHIP TO RESPONDENT	SEX F M	AGE	MARITAL STATUS W Widowed M Married S Single	EDUCATION	OCCUPATION (or STD. in SCHOOL)	WHERE WORKING H Always near home M Migrant	OWN INCOME per month	WHETHER DEPENDENT ON RESPONDENT Fully Partly Not at all
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	
								R __,__	

37. Are there ANY OTHER people whom you support or help to support, who do NOT live at the places we have just discussed? Tell me WHERE they are, what they DO, and how much they DEPEND on you.

NAME OF DEPENDENT	RELATIONSHIP TO RESPONDENT	SEX	AGE	MARITAL STATUS	EDUCATION	OCCUPATION (or STD. in SCHOOL)	PLACE OF RESIDENCE (details)	AMOUNT OF SUPPORT Rands per month
								R__,--
								R__,--
								R__,--
								R__,--
								R__,--

Composition of COMMUTER home

		0	1	2	3	4	5	6	7	8	9
Dependent pre-school children	74 -	0	1	2	3	4	5	6	7	8	9
Dependent school children	75 -	0	1	2	3	4	5	6	7	8	9
Dependent post-school, single, children	76 -	0	1	2	3	4	5	6	7	8	9
Dependent wives	77 -	0	1	2	3	4	5	6	7	8	9
Dependent close kin *	78 -	0	1	2	3	4	5	6	7	8	9
Dependent all other kin	79 -	0	1	2	3	4	5	6	7	8	9

Dependent nuclear family	_____	4,5 -	
Dependent extended nuclear family **	_____	6,7 -	
All dependents	_____	8,9 -	

* includes parents, mother's brother, orphaned nephews and nieces.

** nuclear family + "close kin".

Composition of MIGRATION home(s)

Dependent pre-school children	10 –	0	1	2	3	4	5	6	. 7	8	9
Dependent school children	11 –	0	1	2	3	4	5	6	7	8	9
Dependent post-school, single, children	12 –	0	1	2	3	4	5	6	7	8	9
Dependent wives	13 –	0	1	2	3	4	5	6	7	8	9
Dependent close kin *	14 –	0	1	2	3	4	5	6	7	8	9
Dependent all other kin	15 –	0	1	2	3	4	5	6	7	8	9

Dependent nuclear family _____ 16,17 –

Dependent extended nuclear family ** _____ 18,19 –

All dependents _____ 20,21 –

---

* includes parents, mother's brother, orphaned nephews and nieces.

** nuclear family + "close kin".

38. Think now about the FUTURE, many years from now.

● When you are an OLD man, and cannot work any more for an employer, WHERE will you live?
(CHOOSE ONE PHRASE FROM THE FOLLOWING:)

22 –

1	In your own place.
2	At place of children or relatives.
3	As a lodger or guest in someone else's place.

● Will this place be in:
(CHOOSE ONE PHRASE FROM THE FOLLOWING:)

23 –

1	A city township.
2	A squatter area.
3	A rural homeland.
4	A white farm.

39. How will you survive when you are too old to work?
(CHOOSE ONE PHRASE FROM THE FOLLOWING:)

24 -

1	Savings.
2	Pensions.
3	Children will support me.
4	Farming.
5	Small business/odd jobs.
6	My needs will not be met.
7	OTHER (Details) _____

40. What savings and resources do you expect to have, when you retire? (Details)
(RESPONDENT MUST BE REALISTIC) _____

_____

- Money? _____

- Land, or huts, or houses? _____

- Cattle and livestock? _____

- Other Personal Property? _____

41.   WHERE do you go to BUY the following kinds of things?   <u>Details please.</u>

<div style="text-align:center"><u>P L A C E</u>   <u>SHOP/STORE</u></div>

● Fresh meat   --

● Fresh vegetables   --
  Mealie meal ⎫
  Sugar   ⎬
  Tea/Coffee ⎬   --
  Dried beans ⎬
  Milk powder ⎭

● Beer   --

● Clothing : Self   --

● Clothing : Wife   --

● Clothing : School uniforms --

● Paraffin, Candles   --

● Soap and Cleaning Materials --

┌─────────────────┐
│ ● INTERVIEWER: │ If respondent is tired, take a short break now, before proceeding to Questions 42, etc.
└─────────────────┘

EXPENDITURES:

(INTERVIEWER: IN ALL THESE QUESTIONS REMEMBER IF RESPONDENT HAS <u>ONE</u> OR <u>TWO</u> HOMES.)

42.   Think of how you spend your money each MONTH.   Think of a month in which your expenses are NORMAL.
How much money goes for each of the following things:

(INTERVIEWER: ASK RESPONDENT TO ESTIMATE IF HE DOESN'T KNOW)

		N/A
- Money sent to your home: (To support family).	R._____	_____
- Money spent on building or repairing your house.	R._____	_____
- Rent for your house 1.	R._____	_____
2.	R._____	_____
3.	R._____	_____
- Electricity payments where you live (if not included).	R._____	_____
- Paying for water.	R._____	_____
- Rent for your room (if living in hostel/as lodger).	R._____	_____
- Hire-purchase payments.	R._____	_____
- Savings bank/building society.	R._____	_____
- Saving in other way (please give details _____ _____	R. _____	_____
- Buying of cattle, goats, other livestock.	R. _____	_____
- Buying of fertiliser, seed or farming equipment, cattle feed.	R. _____	_____
- Paying back loans or borrowed money.	R. _____	_____
- Paying of doctors bills.	R. _____	_____
- Paying of Isangoma or Nyanga.	R. _____	_____
- Paying for children who do not live with you (Note - children who live away from any home you have described).	R. _____	_____
- Taxes on huts and livestock.	R. _____	_____
- Payment of Burial insurance.	R. _____	_____
- Payment of lobola/bridewealth.	R. _____	_____
- What it costs you EXTRA when you work on sites AWAY from Richards Bay.	R. _____	_____

43. Think now of things that you pay for <u>yearly</u>, or <u>not monthly</u>. How much do you pay for each of the following:

N/A

- Tributes to chief and indunas   R. _____   _____

- Payments for your land/house (Specify to whom, note - if separate from tributes).   R. _____   _____

- Payments of school fees.   R. _____   _____

- Motor vehicle licences   R._____   _____

- Other taxes to Chiefs and Indunas   R._____   _____

44.   Think now of your travelling costs: (TRY TO ANSWER ACCURATELY)

N/A

- How much does it cost you to get to work and back every day   R._____ _____

- How much does it cost all your children to get to school and
     back every day.   R._____ _____

- How much does it cost other people who work in your house to
     get to work and back every day.   R._____ _____

- How much does it cost your wife or wives to shopping.   R._____ _____

- How often do they go shopping?_____ times per month.

- How much does it cost YOU to get to your home and back: Home 1.   R._____ _____

                                                           Home 2.   R._____ _____

                                                           Home 3.   R._____ _____

- How often do you travel to: Home 1. _____ per month
                                        _____ per year

                               Home 2. _____ per month
                                        _____ per year

                               Home 3. _____ per month
                                        _____ per year

INCOMES:

45. What is your WAGE per WEEK with OVERTIME?   R._____ per WEEK x 4 = R. _____ per MONTH

46. What other amounts per MONTH DO YOU GET IN FROM: N/A
    - lodgings or rents of people who stay with you   R._____   _____

    - payments made to you by others who work in your house/houses   R._____   _____

    - sale of farming produce or livestock sold   R._____   _____

    - Lobola payments TO you   R._____   _____

    - other work you do in your spare time, or goods you sell or make R._____   _____

    - income of women in your house from things they sell or make   R._____   _____

(IF RESPONDENT FARMS)

47. What is your estimate of the value per year to you of THINGS THAT YOU GROW, whether you use them
or sell them?   (INTERVIEWER DISCUSS AND HELP RESPONDENT DECIDE)

<u>N/A</u>

R._____ per year   -----

48. What number of LIVESTOCK do you slaughter each YEAR to sell or eat?

(INTERVIEWER DISCUSS AND HELP RESPONDENT TO DECIDE)

TYPE OF STOCK	NUMBER PER YEAR	VALUE	N/A
cattle	------------	R_____	-----
goats	------------	R_____	-----
chickens	------------	R_____	-----
sheep	------------	R_____	-----
OTHER (Describe)	------------	R_____	-----

● This is the end of our interview.
Thank you very much for your help.

Designed and Compiled by Roger Allen and Nikki Wells, Centre for Applied Social Sciences

August, 1983

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A P P E N D I X   B

"Homelands of Hunger and Death"
by John Kane-Berman
The Guardian Weekly, May 29, 1983

Difficult to prove the Russians are cheating

by Harold Jackson in Washington

PRESIDENT Reagan is starting to sound a note of near despair when he is asked about the Kremlin's arms control record. He is perfectly sure they are cheating but, as he commented at his news conference last week "it isn't so much as to whether we believe, it's a case of whether you have the evidence actually to pin down an infraction". And, in spite of Herculean efforts by the intelligence agencies, the Americans cannot produce clear evidence.

According to Senator Steve Symms of Idaho, "the Soviet Union is guilty of more than 30 violations of Salt I, the anti-ballistic missile treaty, Salt II, and other arms control agreements". He and other conservative opponents of new arms agreements have alleged that the Nixon, Ford, Carter and Reagan administrations "either suppressed these violations and circumventions from the American people, or distorted, or misleadingly presented them".

One of the difficulties for the public is that not one person in a million has read the text of either strategic arms agreement, could tell an SS-19 from a garden rake, or has the least notion of telemetry, still less how you encrypt it. So the debate might just as well be conducted in demotic Sanskrit when it comes to assessing charge and countercharge.

Senator James McClure of Idaho has made precisely that charge but he has been coy about the date of the incident. It is thus hard to work out if he is referring to an episode in 1975. If he is, then he should also know that it was thoroughly investigated by a joint Soviet-American committee and that "the analysis indicated that the events had resulted from several large fires caused by breaks along natural gas pipelines in the USSR".

Another act of alleged cheating is that the Russians replaced 200 of their lightweight SS-11 missiles (roughly equivalent to the American Minuteman) with the SS-19, a far larger weapon which, in one of its versions, carries a five megaton warhead. It is undoubtedly a major shift in Soviet weaponry, but it is not a breach of the first SALT agreement. The Americans have acknowledged that they left the terms of that treaty too vague — an error rectified in the next round of negotiations. But the SS-19 is not covered by Salt II because it was already deployed by 1979.

One constant and major irritant to the complaining senators is the Soviet habit of so coding radio signals from missile launches that they emerge as total gibberish to the American stations monitoring the Plesetsk and Tyuratam test sites. It is not that hard a feat when you are dealing with computers which only

'How do you establish that you are being denied information if you don't know what it is because it is in an unbreakable code?'

Homelands of hunger and death

HUNGER is killing black children in South Africa at the rate of at least one every 20 minutes, according to medical researchers. With crops failing in one of the worst droughts this century, hundreds of thousands are vulnerable, not only to malnutrition, but also to other illnesses — tuberculosis, measles, whooping cough, and gastro-enteritis.

"Because of hunger, their resistance to these diseases is at its lowest ebb," says Dr Machupe, Mphahlele, secretary for health in the Lebowa "homeland" administration in the Northern Transvaal. The protein and minerals they need come from dairy products and vegetables. But live-stock is dying, while drought has not only destroyed private vege-table gardens, but also caused the subterranean water-table to sink. With the onset of the dry winter, there is now little hope of rain before September, he adds. And a recent 10 per cent increase in the price of maize will put the staple food of blacks beyond the purchase of some of those who were previously able to grow their own mealies.

Emergency steps are being taken to help the hungry. The Lebowa administration is sinking bore-holes and stepping up TB and other immunisation programmes. In Kwazulu, the Sunday Tribune news-paper, the Red Cross, white sugar farmers, and the Kwazulu administration have distributed more than R1,500,000 (£100 million) worth of food and water aid in the past two years. "Operation Hunger" — a national drive sponsored by the South African Institute of Race Relations — has raised R500,000 for drought relief, and the South African government has announced aid and loans to the value of some R40,000,000.

kwashiorkor baby has a misleading puffy look, caused by fluid beneath the skin. If you press the child's flesh, you leave a dent.

Marasmus — also a form of protein energy malnutrition — strikes before the baby is a year old. Here there is no subcutaneous tissue, only loose skin and bone. One two-month-old marasmus victim I was shown weighed only 2.6kg. The sister in charge of the ward said his weight should by now have been 4.5kg.

These pitifully-wasted children lying in their cots are the lucky ones. According to the Institute of Natural Resources at the University of Natal, "for every one severe marasmic admitted to hospital, there are probably more than 100 undiagnosed cases in the community."

Although the incidence appears to be higher in rural areas, malnutrition also occurs very frequently in urban townships like Soweto. Premature removal of infants from their mothers' breasts is on the causes. Some doctors put this down to nothing more than ignorance, but the causes are more complex. The pressure of advertise-ments for breast-milk substitutes is one of them. Some mothers stop

by John Kane-Berman in Johannsburg

breast feeding after only a few months because they go out and work, leaving their babies with an aunt or a grandmother. "The child does not have enough energy stored in its body for the next few months," says Mphahlele, "so it will go downhill."

Moosa notes: "We as doctors can give short-term treatment by building up calories. But as soon as

whites and 14 per cent (divided into the 10 "homelands") for blacks. All the homelands are already much more densely populated than the white areas. They have high population growth rates, due to both high birth-rates and forced removals of black people out of the white areas into them. Division of the land has been accompanied since the 19th century by policies designed to destroy black peasant agriculture and thereby drive blacks into white employ. Blacks recruited in the homelands for jobs in the white areas are forbidden to take their families with them to their places of work.

In Lebowa, says Mphahlele, land is scarce. Moreover, land that a few years ago was used to grow food has now become too heavily populated. More and more able-bodied people have thus had to go to "the factories in the south" — Johannesburg, Pretoria, and the Vaal triangle — to earn money.

They must support themselves there. Even if they are married and have left a wife and children behind in the homeland, they may find a girlfriend down south. The net result is that the household in the south gets the lion's share of the man's income, with little being sent back to his family (who he may see only at Easter, Christmas, and perhaps during a third long week-end during the year). This is one of the reasons why infants are prematurely plucked from their mothers' breasts.

With the South African economy in recession, retrenchments down south are cutting families off from even that portion of the bread-winner's income they previously received. Ten or 20 years ago this wage income may have been only a supplement to income from peasant agriculture. But now it is often the

As an example, article 2 of the Second Strategic Arms Agreement (the one the Americans have never ratified) contains eight clauses, 17 "agreed statements", and 16 "common understandings". Its prose includes such gems as "un-manned, self-propelled guided vehicles which sustain flight through the use of aerodynamic lift over most of their flight path and are not weapon-delivery vehicles, that is, unarmed, pilotless, guided vehicles, shall not be considered to be Cruise missiles if such vehicles are distinguishable from Cruise missiles on the basis of externally observable design features".

What that seems to mean is that if it doesn't look like one then it isn't one — but it does leave ample room for doubt. If you then add a dash of uncertainty about what the vehicle really does look like when spotted by a reconnaissance satellite from 180 miles away, how much that may differ from its earlier appearance, and whether it is a difference of 5 per cent or 20 per cent, some of the complexities of verification start to emerge.

The charges now being levelled at the Russians (to show American voters they should not trust them further than they can throw them) appear at first to be highly specific. But one important element frequently left out is when the violations are supposed to have happened. The date is significant on two counts — that the question may already have been dealt with or that the treaty may not have been applicable at the time.

Basically, the various treaties restrict the number and variety of weapons on each side and say that neither country must interfere with the other's ability to check that the terms are being observed. In that context, therefore, the charge that the Russians had deliberately "blinded" an American reconnaissance satellite with a laser beam suggests a serious violation.

know 0 and 1. Each piece of the stream of data emerges as an 8-digit cluster — say 01101001, the binary code for 105. A very simple on-board computer can automatically add another sequence like 00101011 (43), to produce the binary result 10010100 (148).

If it is done with each cluster on a random basis known only to another Soviet computer, even the National Security Agency's famous Cray-1 number-crunchers will be defeated. How many combinations of two figures add up to 148? And can the calculation now be repeated for a couple of million other clusters? It is very galling and has led to considerable uncertainty about what the Russians are doing. But it is not necessarily illegal and that is largely the fault of the Pentagon.

The Central Intelligence Agency wanted the SALT negotiating team to ensure that what is known in defence jargon as "telemetry encryption" was banned, but American Defence Department boffins raised a terrible fuss because they also encrypt much of their data. In the end, the second common understanding of article XV, laid down that both sides could use encryption but not if it "impedes verification of compliance with the provisions of the treaty".

The catch in that, of course, is how you establish that you are being denied information if you don't know what it is because it is in an unbreakable code. The Russians can say quite reasonably that none of it is relevant to treaty compliance — and so can the Americans. Both, in fact, have done so.

As Mr Reagan has discovered, it is easy enough to make the charges but it takes evidence and an intricate knowledge of the fine print to make them stick. That is why, to the fury of the hawks, he is suddenly talking about "loopholes" instead of violations.

organiser of Operation Hunger, says: "This winter will not only be one of hunger and malnutrition among the very old and the young, but also one of frank family starvation, vast sums will be required for feeding over and above the money granted by central government."

Using data from the Transvaal, Eastern Cape and Natal Kwazulu, Dr Allie Moosa, professor of paediatrics at King Edward VIII Hospital in Durban, calculates that about 30,000 children are dying of malnutrution in South Africa each year, the vast majority of them before they reach their second birthday. This averages out at between three and four an hour. Referring to reports that one in every two black children dies before the age of five, Prof. Moosa says they are probably correct in respect of the most deprived pockets of poverty in the rural areas.

Moosa's figure of 30,000 is based on data stretching a few years back. He says it will be another year or so before data taking account of the drought is available, but that there is "no question" that the figures will be worse. King Edward VIII — which is the teaching hospital of the black medical school at the University of Natal — has seen no evidence of decline in the incidence of malnutrition in the last 16 years, he adds.

Medical staff who took me to inspect children's wards at the Groothoek hospital in Lebowa last week, said: "The drought has had no great influence. Kwashiorkor is a problem in this area anyway." Most of the sufferers are a year or two old. They are vulnerable even if they have enough mealie meal, the major cause being lack of protein and vitamins. One of the problems, a paediatrician at Groothoek said, is that parents do not recognise the symptoms until they are very severe. Children are sometimes brought to the hospital only after they have contracted pneumonia or gastro-enteritis as well. A

same environment. Unless we tackle the socio-economic problems, malnutrition will be with us indefinitely."

Indeed, the more one probes into the causes of starvation among South Africa's black children the more it becomes clear that the problem is more political and medical. Even at the level of medicine, apartheid has played a role. Lebowa's health department has posts for 137 doctors, of which 90 are vacant. Of those that are filled, 31 are occupied by whites and 16 by blacks — the scarcity of black doctors in South Africa being partly due to the decline in their output after segregation was imposed on the country's medical schools in 1960. Output has again increased, but Pretoria is now busy enforcing ethnic segregation on the nursing profession — one example of its tendency to regard the entrench-ment of apartheid as its first objective, in health as in other fields.

Apartheid not only causes costly duplication, but leads to a health philosophy in Pretoria that is hospital-based and curative rather than orientated towards the needs of poor people in remote rural areas and disease prevention.

Some "homeland" administra-tions are trying to shift towards community-based health services, but they are finding the change difficult because they have inherited health infrastructures that are hospital-based in their approach.

Whether malnutrition and high infant mortality can be eradicated in South Africa before apartheid is itself eradicated seems doubtful. More children than usual may starve to death this winter because drought has destroyed the crops their parents planted and economic recession removed other sources of income, but the underlying reasons for their plight are to be found in key elements of apartheid policy.

Basic to the situation is the division of land — 86 per cent for

subsistence farming that has not been destroyed by overpopulation — at least two million blacks have been displaced or removed into the homelands in the last 20 years — is now being destroyed by drought.

The situation in Lebowa is unlikely to be very different from that in other homelands. A study of migrant workers in Natal revealed that 46 per cent had no land at all, not even shared land. Prof. Lawrence Schlemmer, head of the Centre for Applied Social Sciences at the University of Natal, comments that the rural security of migrant workers "appears to be crumbling very rapidly."

Dr John Erskine, senior research fellow at the Institute of Natural Resources, says springs and boreholes in Kwazulu and drying up. According to a report issued by Schlemmer's centre, "political conflict over water is likely in the near future in South Africa."

The homelands are also threatened with rapid deforestation and soil erosion, due in part to over-population and overgrazing. Already 400,000,000 tons of soil is lost annually through erosion, while forcibly resettled people destroy trees around them as they forage for fuel.

Its emergency drought relief not-withstanding, Pretoria often reveals an attitude of indifference to the plight of people in the home-lands, especially homelands that become constitutionally separate states from South Africa.

Last year the then Minister of Health, Dr L. A. Munnik, was questioned about reports of a high mortality rate among old people and children in Elukhanyweni, a dumping ground in the Ciskei home-land to which 5,000 people had been removed, allegedly at gunpoint. Asked in Parliament how many had died of gastro-enteritis, mal-nutrition, and cholera, Munnik replied that Elukhanyweni w "situated in the Ciskei and doe' fall within the jurisdiction Republic."

APPENDIX C

Verbatim record of threats written on vehicles of the research team camped at University of Zululand campus, Ngoye, KwaZulu, August 12/13,1983

GO HOME SOON

OTHERWISE WE BURN THE CAR

WE DON'T NEED YOU HERE

WATCH OUT THE FIRE IS COMING

WAIT AND SEE

WATCH OUT GO AWAY FROM HERE

COMMERCIAL VEHICLES
MINOR
AFTER HOURS: 420564.

Institute of
Development Studies