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SUMMARY

The purpose of this study is to present a sociological analysis of the phenomenon of European female-labour in the Union of South Africa, with special reference to the industrial areas of the country. The inspiration for this undertaking can be summed up in two main points: (i) That female-labour is part of the labour-force of the country and that in spite of it being a group with a specific character and special needs, no clear criterion exists according to which it is organised. (ii) That female-labour is directly connected with the organisation of the family and if not considered in this light, it will influence the extent to which social disintegration takes place.

It has been necessary to give a short historical and cultural survey of the community in South Africa, sketching the social activities of the female and describing the changes in cultural life, which formed the background and inspiration for the origin and development of female-labour.

In the latter description it has been shown that since the origin of this new civilisation in 1652, women have played a special part in the development of this new branch of Western civilisation. Against the background of the religious life of the Netherlands and France during the seventeenth century, from where this new civilisation originated, the rural culture of the first two centuries acknowledged the individual woman as housewife and mother of her family.

After a struggle of two-hundred years to civilise an unknown country in the face of the most dangerous wild animals and barbarous native tribes, the European in South Africa was in a position to initiate his own cultural development and to adapt the industrial economy of the mother-countries. The discovery of diamonds and gold formed a strong basis on which such economic development could have been built according to the cultural adaptability of the community. At the end of the eighteenth century the annexation of the Cape Province and Natal by England took place and interest was drawn to the Northern Provinces after the discovery of diamonds and
gold in those parts at the end of the nineteenth century. At the beginning of the twentieth century this resulted in a destructive war of three years by which the inhabitants of the Northern Provinces were compelled to give in to British Imperialism.

This political change forced the impoverished people to move to the industrial areas of the country to present their unskilled labour in exchange for wages in cash, without any knowledge or preparation for the industrial life, which already existed in England for more than a hundred years. These people experienced not only an economic set-back, but also a social and psychological crisis. With the men, the women and children of the agricultural areas were urbanised, and the basis was formed for the origin of the „poor-white problem” which resulted in the supply of the female-labour on the contemporary labourmarkets at that stage.

The movement for the emancipation of the woman was already felt over extensive areas of the Western civilisation, of which South Africa formed an integral part. The colonial policy of England provided South Africa with capital investment as well as the extension of educational facilities. On account of their specific cultural position, the native inhabitants had a different attitude towards labour than that accepted by the Western civilisation, and for many years these people were not available for the ordinary labour activities of the country. The labour-markets offered by the mines and the secondary industries formed the first stage of the development of labour in South Africa. It has been necessary to draw a supply of labour from other parts of Africa, for this express purpose.

The analysis of the demographic background of female-labour illustrates the relation between this group and the other labour-groups of the country. The general composition and trends of the population and the trends in labour-force were not identical. This was due to the difference in the cultural character of the various races. The most conspicuous general characteristics derived from the analysis are: (i) The preponderance of the numbers of the non-Europeans, who, in harmony with their cultural development gradually became part of the labour-force in certain markets. Some of these had been vacated by European female labour, therefore no remarkable degree of competition developed between the two groups. (ii) That the European male workers form the group with which the female has had the closest contact and which has been succeeded by the female in various markets. (iii) That the European birth-rate, which has always been lower than that of the non-European races, registers a decline simultaneously with the extension of the female labour-force.

The attempt to correlate the declining trend of the birth-rate with the phenomenon of female-labour was inspired by the idea that it
forms a threat to the survival of the European civilisation as far as numbers are concerned, as well as to the provision and extension of the labour-force of this group. In the past the male-female ratio of the Europeans has shown a preponderance on the side of the males, but according to the latest statistics available (1956), the females dominate the population numbers. As a result the relation between the male and the female workers also tends to register a higher proportion of the latter than in the past. As expected the importance of the relation between the occupational life of the female and her role in the family was brought out in this analysis.

In this discussion of the natural increase of the population, marriage, fertility and the size of the family, it has been shown that the phenomenon of the small family is a component of the spirit of individualism of the industrial civilisation. At this stage of the work the question arose to what extent female-labour has attributed to the declining trend of birth-rate.

The logical result of the industrialisation of the country was the migration of the population. The inter-provincial migration was especially illustrated by the moving of large numbers of people from other provinces to the Transvaal, where the mining-industry and the connected secondary industries originated; simultaneously the urbanisation of the rural population took place.

The European community, with its higher standard of living, and its dependence on a higher income, took the lead in the process of urbanisation, but was followed later by the non-Europeans, who with a lower standard of living depend less on cash income. At first it was the male section of the European population who fed the labour-market as a result of its mobility. The females, however, have been urbanised to such an extent during the last thirty years, that the latest available statistics (1951) show, that they already form the largest number of the European urban population. Important reasons for this trend must be sought in the extending opportunities for the female worker on the labour-market, the acceptance of the principle that all unmarried females should practice an occupation (if possible married women too), as well as the higher social-economic standard of living that can be maintained in the cities.

In describing the educational level of the female in South Africa, it was shown that this group receives the universal education provided for in this country, and only by way of exception, attention is given to the preparation of the female for her social role in the family. The female, like the male youth, is educated as an intellectual individual for the occupational world, which awaits the presentation of her services.

In the analysis of the labour-market of the female worker, a short description is given of the economic background of the woman wor-
ker. In this, the extension of the labour-opportunities in the developing economy of the country, is accentuated. The female-labour of South Africa experienced the first stage of its development in the secondary industries, commerce and the personal services labour-markets. Especially during the First World War, opportunities arose in markets where previously women workers were seldom seen.

The changes in the economic conjuncture of the country sometimes resulted in a decline in the rate of the increase of female-labour, especially during the years of the great depression (1929-1933), but even then the percentage-rate of increase of this group still registered a higher figure than any of the other groups of labour. The revival of the economic activities before and during the Second World War introduced the long-term rising trend of the economic conjuncture, which is still experienced in South Africa to-day. This phenomenon has greatly influenced the extension of the female labour-market of this country.

The contemporary composition of the social structure and the special characteristics of the female-labour make it difficult to determine the extent of the female labour-force in South Africa. The latest available statistics (1951) show, however, that almost one-third of the European labour-force of the country consists of female workers.

In analysing the distribution of female-labour the extensive degree of the mobility of this group was exposed. Apart from the fact that the female is not bound to her occupational life to the same extent as the male, the demand for her labour has increased especially due to the shortage of male-labour in nearly every labour-market in the country.

The most important characteristics of the transfer of female-labour are, that the markets of the secondary industries and the household services are rapidly losing their numbers, while those of commerce and personal services are increasing even more rapidly. Of the latter group the distributive trade, financial organisations, clerical services in private and government institutions, have become the most important.

More and more women enter the field of professional services, but the remarkable trend of the transfer of female-labour is its greater degree of concentration in certain labour-markets than is the case of the male worker. Especially in the mines and heavy technical industries, as well as certain professional occupations, the number of the female workers is very small. In comparing the latest available statistics of 1946 with those of 1936, it was noticed, however, that the distribution of female-labour over various labourmarkets became more even during the ten years concerned, and it can be
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the years that followed 1946.

In analysing the occupational status of employed women it is
however, clear, that in spite of the contemporary degree of vertical
mobility of this group, they do not enter the occupational groups
which enjoy the highest social acknowledgment or monetary reward.
It has been indicated that this phenomenon is still closely connected
with the composition and organisation of the social structure of the
community as well as the contemporary ideology with regard to
the social behaviour of women. To what extent prejudice against
the female worker influences her employment in certain occupations
can not be determined without an extensive scientific research in
this direction. Therefore the need for such an investigation has been
greatly stressed in this study.

The difference between the composition of the female and the
male sections of the labour-force is illustrated in the analysis of the
social-economic factors of the freedom and the lack of freedom of the
female-labour. It seems as if the lack of freedom experienced by the
female due to marriage and family-life, limits her opportunities of
taking part in the contemporary occupational life, which is within
her reach. At the same time it is necessary to express a serious
warning against the misinterpretation of the conception of the
freedom of the individual female. The practising of an occupation
outside her home may be seen in the light of providing a situation
in which the lack of freedom to act as a housewife and mother exists.

Although the emphasis of this discussion is mainly on the behaviour
of the married female, repeated reference is made to that of the
unmarried section, who previous to marriage, are socially and psycho-
logically conditioned for the adaptation of occupational life. This
could result in a preference to continue their occupational life after
the marriage, rather than to become a housewife and mother.

The rise of the supply of the female-labour is described as due to
the economic and social factors which contribute to the behaviour
of the female population in this connection. As far as the economic
factors are concerned a further division was made between the in-
fluence of poverty and the desire to acquire the contemporary high
level of consumption. The contribution of the high cost of living as
a component of the high economic conjuncture has also been raised
in the discussion concerned. The question arises, however, whether
the practising of an occupation by the mother can always succeed in
relieving the family from economic pressure, seeing that the female
worker as a rule does not form part of the higher income group of
the labour-force. The fact that the female pays less attention to her
household-duties means extra financial expenses, which can be
avoided if she were to fulfil these obligations herself.
In the discussion of the social factors which give rise to the supply of the female-labour accent is laid on the change in the attitude towards the conception of the freedom of the individual female. Apart from the divergent philosophical theories in this respect, also included in this discussion, is the influence of the development of the factory industries and the ultimate taking over of many home production activities from the housewife. It is especially necessary to guard against the exaggeration of the idea that the housewife is left at home with too few responsibilities to keep her busy all day, as well as against the exaggeration of the value of the social esteem obtained in occupational life. In the same way the individual development of the female through practising an occupation may be compared with that gained from her role as housewife and mother.

Closely connected with the latter discussion is the analysis of the specific characteristics of female-labour, in which a short reference is made to the difference between biological and psychologic qualities of the female and male worker as well as to the value of the social connection of the female to family-life. The latter is looked upon as the most important cause of the high degree of discontinuity, absenteeism and labour-turnover of the female worker. This means that the protection of labour, which is necessitated by the tension between the aptitude and productivity in labour, will require more attention in the case of the female group.

The analysis of the specific characteristics of female-labour is closely connected with the preceding discussions about the distribution of their numbers over the different labour-markets, as well as with that of the occupational status of the female. Following this, the social-economic estimation of female-labour is described and the need is expressed for intensive research in order to be able to determine the contemporary situation with regard to the unequal valuation of the female and male labour. In this way alone the influence of the difference in character and productivity of the two groups, as well as the role of prejudice or ideology with regard to the social behaviour of women, can be determined.

This study does not only aim at an analysis of the phenomenon of female-labour but also at an elucidation of its connection with the family and the social adjustment of the community. Therefore it was necessary to give a short description of the most important problems of social adjustment which may be connected with the occupational behaviour of the female and especially the mother of the family.

In this connection special attention is paid to factors such as the adjustment of the individual female to occupational life and influence on family-life. As far as possible the tension experienced by the female worker has been described. The economic independence...
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of the female individual which is accepted as a form of living before,
as well as after the marriage, is compared to her behaviour as house-
wife and mother. The social-economic advantages of occupational
life for the female are weighed against its social-psychological
results.
Problems of social maladjustment which are considered to be
closely connected to the phenomenon of female-labour have been
analysed. The change in the social role of the female, the problem
of declining birth-rate, the neglect of the child, juvenile delinquency
and divorce demand separate research, before any definite con-
clusions can be drawn concerning the extent to which female-labour
contributes to these problems. In discussing these phenomena,
however, it is shown that all these forms of social maladjustment
are closely connected with the function of the family as a social
institution from which female-labour can not be seperated.
The conclusions and recommendations presented by this study
concentrate on the possibility of the individual development of the
female, but also on her contribution to the organisation of the family
in order to further the social order.
The preceding discussions necessitated a short survey of the
changes in the social behaviour of the female in general, with
special reference to her attitude towards the family. The most
important conclusion drawn from this analysis is that the housewife
in the religious community has exchanged her position for that of
the emancipated woman, due to the influence of the cultural, and
especially industrial changes. She has become socially and in many
cases economically, independent, but at the same time she has
acquired a more individualistic and impersonal relationship towards
her family.
Moreover it is impossible to use the same criterion for the organisa-
tion of female-labour as that used for the organisation of male
workers, or any other labour group. Consequently many doubts
still exist as to the labour conditions of women workers, particularly
in connection with the provision of employment, wages and legal
protection.
As far as the social-psychological aspects of the study are con-
cerned, it is felt that the female in South Africa experiences a social
crisis of which she is not always aware, and that she plays a part
in forming conditions for social maladjustment without having
any knowledge of her contribution in this respect. Therefore it is
felt that provision of the necessary knowledge will limit the extent
to which the behaviour of the female contributes to these social
problems.
That the conception of the freedom of the individual woman and
her equality to the male is sometimes exaggerated, has already been
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stated. The reason for this attitude may be sought in the fact that modern freedom is measured chiefly according to its economic value, that is, according to the monetary remuneration through occupational behaviour and the social status acquired through occupational life.

The aim of this study has been to provide a synthesis which will afford an equivalent position for the female. This does not necessarily mean equality with the male in industrial and occupational position. This attitude is based on the acceptance of the fundamental principle that the female has a different task in social life from the male, for which she must be expressly trained. Not only will this further the social adjustment of the community but the female individual will be placed in a position to adjust herself in accordance with her nature.

The material security and social compensation derived from the occupational behaviour of the female is only of value if seen as a supplementary role and provided that it does not harm the unity of the family. Therefore, in discussing expected future developments special attention is paid to the extension of female-labour. The opinion is expressed that provided the long-term rising trend of the economic conjuncture is maintained in South Africa, there is a possibility of the expansion of the numbers of female-labour, but also of the extension of the social problems which are connected with it.

No definite predictions for the future can however be made. There are too many unknown factors which may bring about different conditions than could be expected in surveying past and present trends. Factors that may result in the decline of the rate of increase of woman workers, for instance, are those which lead to the diminishing in the general shortage of male workers. This may influence the social-psychological attitude of the female towards labour, which could result in the decrease in the value attached to economic independence. In this connection reference is made to the immigration of labour from other countries, the development of the non-European labourer and the influence of higher income for the male worker due to the rising economic conjuncture. These factors may lead to a new attitude towards leisure on the part of the female. Closely connected is the possibility of a change in attitude towards the inner bond between the female and her family.

It has been the purpose of the sociological analysis of female labour to determine the relationship between this phenomenon and social organisation; accordingly the second dimension of the work has been to indicate the factors which require further investigation. The conclusions at the end of the work expressly include those aspects or branches of this study which require integrated soci
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research. Because of the importance and extent of such research
undertaking, it is felt that the initiative must come from the state-
departments concerned. Recommendations have been made that
ensive investigations should be carried out in the following
drections:
(i) The problem of population, with special reference to the relation
between the phenomenon of female-labour and the declining
birth-rate.
(ii) The extent to which the working woman presents her labour
in exchange for wages to avert poverty in her family.
(iii) The economic value of female-labour in comparison with that
of the male worker and the subsequent drafting of a labour-
policy in connection with employment, wages, occupational
and labour-laws.
(iv) The determining of the factual relationship between female-
labour and the previously mentioned social problems, in order
to organise social planning with the aim to minimize social
maladjustment as far it is affected by the occupational beha-
vour of the female.
(v) The investigation of the form in which social education should
be introduced in schools and others institutions, by a chosen
committee of educationists, sociologists and economists.

It is evident that the co-operation between the different state-
departments concerned, i.e. the Departements of Labour, Social
Welfare and Education, is necessary in the above-mentioned
projects of research. Where necessary, the assistance of existing
organisations may be called upon, but the initiative in this con-
nection must come from the state. To facilitate this undertaking,
it has been strongly recommended in this work that a Bureau of
Female-labour, or otherwise called a Women's Bureau, should be
established as a branch of the Department of Labour.

As previously stated the underlined motive for this study has been
to provide a synthesis for the re-establishment of the function of the
family as an institution which contributes towards the creation of
social order. This ideal can not be achieved without including the
phenomenon of female-labour. The need for moral rehabilitation in
this respect has been stressed throughout this work, and consequent-
ly the introduction of social education in schools has been strongly
recommended.

Apart from the great need of a sound social and positive attitude
towards labour, which has been blunted by mechanisation and
automatisation of productive activities, as well as the higher value
attached to financial income and the shortage of labour-supply,
this study has exposed the need of providing the individual with
the necessary criterions of social behaviour. In this respect the position of the female has been particularly stressed.

The necessity for the introduction of social studies was brought out to such an extent in this study that the advisibility of such an undertaking has not been discussed, merely the manner in which it should be done. Intellectual education provides the individual with a certain capability to find his way within the phenomenology of social organisation, nevertheless only a very small percentage of the population reaches the highest levels of intellectual development. Therefore the recommendation in this connection aims at the teaching of social education in schools, in order to reach the individual who might be quite ignorant of the role he or she plays in extending the problem of social maladjustment.

The basis of social education in schools must be positive and integrative, and although elementary and practical, it must be introduced during the last year of compulsory education in order to reach the majority of the population. The syllabus must provide mainly for a sound attitude towards marriage, child-psychology and home-economics, as well as the right attitude towards labour, productive and positive leisure activities, etc.

The teaching of social studies must aim at the social adjustment of the individual. Therefore teachers and officials of the above-mentioned state-departments must be specially qualified for this purpose. This requires the co-operation of institutions of higher and special education as well as that of the organisation for Adult Education.

The hope is expressed that this study has succeeded in achieving its aim. Not only has the analysis of the phenomenon of female-labour been presented, but its relation to the social structure of the community has been indicated. Possibly the analysis as well as the conclusions and recommendations have been influenced to a great extent by the ideals and ideologies of the writer. It has been the purpose of the study however to present recommendations which aim at acquiring a greater individual stability and a harmonious social adjustment by which the fullest extent of social order can be achieved.

The author expresses great faith in the female-element which still exists in South Africa as well as in the fact that care forms a basic human need, which will always signify the indispensibility of the woman in her home. To what extent she will fulfil this responsibility and realize this privilege is left to the decision of every individual woman.