

worker. The worker has paid for our country's prosperity with his poverty. Now South Africa has reached the point where a start should be made to allow the worker to benefit from this prosperity. If he is not to continue to be exploited, the black worker must have a Charter of Rights.

This Charter has been drawn up by the students of the Wages Commissions at universities throughout the country. The students are asking the white South Africans to support the Charter.

Workers should also try to get support for this Charter, which sets out the rights of all workers. It is only when these rights have been guaranteed by the employers and by the government that the exploitation of the workers will end.

CHARTER OF WORKERS' RIGHTS

1. EVERY WORKER, REGARDLESS OF RACE, COLOUR OR CREED, SHOULD HAVE EQUALITY OR OPPORTUNITY IN RESPECT OF TRAINING AND EMPLOYMENT.
2. EVERY WORKER SHOULD BE ABLE TO CHOOSE THE PLACE OF HIS/HER WORK WITHOUT EXTERNAL INTERFERENCE.
3. EVERY WORKER SHOULD HAVE THE RIGHT TO FREE ASSOCIATION AND THE RIGHTS TO ORGANIZE.
4. EVERY WORKER SHOULD HAVE THE RIGHT TO STRIKE AFTER ALL NON-DISCRIMINATORY CONCILIATION PROCEDURES HAVE BEEN EXHAUSTED.
5. EVERY FAMILY SHOULD BE PAID NOT LESS THAN THE EFFECTIVE MINIMUM LEVEL.
In most areas, the Effective Minimum Level is roughly R30 per week
6. NO WORKER SHOULD BE COMPELLED TO WORK OVERTIME, AND WHERE OVERTIME IS WORKED, THE TOTAL NUMBER OF HOURS WORKED PER WEEK INCLUDING OVERTIME SHOULD NOT EXCEED 56 HOURS.
7. THE RATES OF OVERTIME SHOULD BE AS LAID DOWN IN THE FACTORIES, MACHINERY AND BUILDINGS WORKS ACT, BUT EVERY WORKER SHOULD BE PAID THE EFFECTIVE MINIMUM LEVEL BEFORE OVERTIME IS TAKEN INTO ACCOUNT.
8. EVERY WORKER SHOULD BE ENTITLED TO THREE WEEKS LEAVE PER ANNUM.
9. EVERY WORKER SHOULD BE ENTITLED TO TWENTY-ONE DAYS SICK LEAVE PER ANNUM WITH FULL PAY.
10. ALL WORKERS SHOULD QUALIFY FOR UNEMPLOYMENT INSURANCE, WORKMEN'S COMPENSATION PENSIONS AND MEDICAL BENEFITS.

The 10 points above are in addition to, and not excluding, the Factories Machinery and Buildings Works Act.

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Congratulations Simon Mchize

Congratulations Simon Mchize of Scottish Cables! Months of hard work paid off when he successfully ran the Comrades Marathon from Pietermaritzburg to Durban. The second "unofficial" (that means Black) runner home, he was rewarded with a silver medal - but not from the official organizers. They did not recognise him as an official entry. It is like the Black trade unions - you can form one, but it is not an "official" union!

Mr. Mchize did the hard work, and ran the race anyway. And he got a silver medal.

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IT IS TIME TO CUT PROFITS