

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

laid off because of the higher salaries being demanded. This says little for the managerial ability of the persons in charge. Managers should always only employ the number of workers they need. But the new higher salaries must be taken from profits not from attempts at reduced numbers. Profits have been very high in the past and now it is time for these to be reduced and for the workers to obtain a little more from their hard work.

It is the right of all to earn a living wage, a wage fitting a human being. Mr. Barney Sladla said this month, "A family man has responsibilities. If a man is employed he must be in a position to be a responsible head of his family. He must provide clothing, education and a decent home." These things are essentials and they cost money. It is time the White Government and people realised this.

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FROM CAPE TOWN PARLIAMENT

Commenting on the Bill to regulate Bantu labour relations Mrs. Suzman said, "it is a self-deception to believe that the system of works committees, even with workers having the right to strike in certain circumstances is any real substitute for proper, full trade union rights."

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AICAN

	1969	1970	1971	1972
Capital	18,417,000	186,410,600	20,100,000	20,125,000
Profits	1,169,000	1,286,000	1,705,000	1,987,000

The profit has grown by 69 per cent. This means that for every Rand they used to get, they now get R1.69. This growth is quite tremendous. The question is, how much increment the employees or workers have been given?

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REQUEST

In order that this paper achieves any success, the readers are cordially requested to bring their problems irrespective of kind. You need not write your name if you are afraid. Here is our address below.

c/o Wages Commission.  
University of Natal,  
Pietermaritzburg.