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EXTRACT FROM THE WORKERS' CHARTER.

LABOUR LAWS:

A new code of Labour Laws is necessary on the South African Statute Book, devised to allow of equitable interpretation and universal benefit to the country. All sections of the industrial unit must have an equal share in making the common economy of the country practicable. In order to attain this the Code of Labour Laws must provide for the following:

1. The full right of all workers to organise into Trade Unions; trade union rights to be clearly defined by law; and all questions of demarcation and overlapping to be decided by a national trade union centre.
2. The establishment of industrial councils for well organised trades, and efficient and permanent conciliation machinery for trades which are not so well organised; all workers to possess the absolute right of collective bargaining; and industrial councils and conciliation boards shall function without interference.
3. The establishment of an industrial court to settle all disputes referred to it. This shall have an equal judicial power to that of the Supreme Court in regard to all industrial matters. It shall consist of a judge or barrister of the Supreme Court and an equal number of representatives of employers and employees appointed from among themselves.
4. Employers breaking any of the laws of the code shall be liable to severe penalties, depending upon the degree of the crime.
5. Recognition of trade union officials, shop stewards and shop committees by employers; retrenchment or dismissal of workers shall entail prior consultation with shop stewards or shop committees concerned.
6. The free right to strike and picket.
7. Prohibition of "company" unions and bodies engaged in anti-trade union activities and unfair labour practices.

A LIVING WAGE FOR ALL WORKERS:

1. Minimum wage legislation based on human needs shall apply to all workers.
2. Any improvements effected in respect of wages for unskilled workers shall not be made at the expense of higher paid workers.
3. Wages shall be increased pro rata commensurate with the cost of living and a Statutory Statistical Bureau be set up with adequate trade union representation to report regularly on the cost of living.

WORK UNDER DECENT CONDITIONS FOR ALL WORKERS.

1. All workers shall have equal opportunities for employment.
2. Female and child labour as a source of cheap labour must cease. There must be equal pay for equal work irrespective of sex or age.
3. Working women must be assured of adequate leave on full pay before and after childbirth, as well as a maternity grant.
4. Children's creches and nursery schools must be provided for the children of working women.

/Working.....

WORKING HOURS AND HOLIDAYS.

1. Working hours should be limited to a maximum of forty per week.
2. Workers in hazardous occupations shall not work for more than 35 hours per week.
3. The five day week shall operate throughout.
4. Annual leave of one month on full pay shall be given as a right.
5. All statutory public holidays shall be observed on full pay. In essential services equivalent days of shall be given in lieu thereof. May Day, as the only holiday of especial significance to the workers, shall be declared a statutory holiday.
6. Special compensation for shift workers, as embodied in the International Labour Code, shall operate.
7. Double pay for Sunday work.

ADEQUATE COMPENSATION FOR INJURED WORKERS.

1. Workmens compensation must apply to all workers.
2. Compensation benefit must be comensurate to existing conditions.
3. Disablement must equal the full earnings of the workers concerned.
4. Compensation must cover workers proceeding to and from work.
5. Adequate protection and compensation must be provided for workers contracting industrial diseases.
6. Adequate research must be made into industrial diseases.

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**RECORDS RELATING TO THE 'TREASON TRIAL' (REGINA vs F. ADAMS AND OTHERS ON CHARGE OF HIGH TREASON, ETC.), 1956 1961**

**TREASON TRIAL, 1956 1961**

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