

# Ban overtime

## Create 100 000 new jobs

Cutting overtime could create more than 100 000 new jobs. A study by the LRS (Labour Research Service) for the Unemployed Workers Movement in the Western Cape shows that at least 100 000 new jobs could be created by cutting overtime.

At present, the average worker in the manufacturing sector is working 4,7 hours per week overtime. The average construction worker is doing 3,2 hours per week. A lot of overtime is being worked while about 13 000 000 workers and youth have no work at all!

The LRS study says that the extra 100 000 jobs could be created by reducing overtime to an average of 2 hours per week. These two hours per week could cover rush jobs for emergency situations. The remaining overtime hours could provide new jobs for 100 000 unemployed workers. If overtime was banned completely many more jobs could be created. And workers could have more free time.

Cuts in overtime were demanded at COSATU National Congresses in 1985 and 1987. These COSATU Congresses passed resolutions which said that all workers should have the right to work. But under conditions of capitalist exploitation, this right is denied to millions. Unemployment helps scabs and

anti-union vigilantes to operate. COSATU has begun to organise a national union for unemployed workers (NUWCC).

COSATU called for a ban on overtime so that extra jobs can be created". COSATU demands a 40-

500 overtime hours each year. The Transvaal Motor Transport industry's "limit" is 1250 hours per year!

Other countries discourage overtime by making bosses pay a high "premium". This means that bosses have to pay an extra 50% or even 100% for overtime work.

But most workers in South Africa get only 33,3% more for overtime. Some overtime hours worked in South Africa don't even get extra pay!

Overtime hours have been rising since 1985. The economy has caused bosses to increase overtime for workers without any increase in the number of workers employed! So fewer workers must work longer hours to cope with increased production. This must stop.

- We demand:**
- 40 hour week without loss of pay
  - Worksharing on full pay
  - Public works to create jobs
  - Jobs for all

### BAN OVERTIME CREATE JOBS FOR THE UNEMPLOYED

- 1955 The People's Congress says we need a 40 hour week and this becomes a demand of the Freedom Charter.
- 1985 COSATU launching Congress resolves to ban overtime, implement a 40 hour week and share available work with the unemployed.
- 1987 COSATU resolves in January to make the living wage the campaign of the year - one of the living wage demands is for a 40 hour week and a ban on overtime.
- 1987 Second COSATU national congress held in July resolves again, to ban overtime and fight for a 40 hour week.
- Now in 1988 The May Special COSATU congress - unions call for a national ban on overtime, as one of our weapons against repression.

hour week on full pay.

More overtime is worked in South Africa than in many other countries. Many countries place strict limits on overtime. In some countries the limit is 120 hours per year. South African workers work up to

The National Unemployed Workers Co-ordinating Committee (NUWCC) is co-ordinating the organisation of unemployed workers in all major regions. They can be contacted at (011) 299069 for more information on unemployed organisation.

**Jobs for all!**