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Editor | Letlhokwa George Mpedi

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Four Reasons why Santa is not Employer of the Year

Elmarie Fourie

He's making a list and checking it twice, gonna find out if you are naughty or nice...but have you ever considered that Santa might be the naughty one? Behind the cheery smile and bright red suit, is perhaps an employer who does not value his workers or the rule of law. If you have any set notions about Santa, don't read any further, we may dash some childhood dreams and fantasies. Here are just a few examples of how Santa has contravened every labour regulation in the book.

1. The 12 days of Christmas...more like 365 days

If you thought that, the rocking horses and dollhouses under the tree made themselves – you're wrong. Elves are required to work 18 hours, seven days a week with no lunch break and no overtime – turning a festive workshop into a sweatshop. In fact, most elves (except for the male elves who received better contracts, coz reasons) work for free. This is a direct contravention of one of the eight core conventions of the International Labour Organization of which the North Pole is a member state. Benefits, *pffff* let's not even go there. You'd expect medical aid, workman's compensation (for occupational injuries in the workplace), a travel allowance and maybe a nice performance bonus. The only free thing? Candy canes, so dental coverage should be a priority. Unfortunately, Santa and his wife (a non-executive director)

earn an astronomical salary since Santa Co listed on the North Pole Stock Exchange (NPSE) in 2017.

2. Tis the season to be jolly... or not

Rumours have circulated that reindeer are also overworked, receiving nothing but carrots for compensation. Apparently, HR ignored Rudolph the Red Nose Reindeer's bullying grievances. He has cited emotional trauma and harassment as a result of name-calling and purposeful exclusion from team building activities. Santa has also been overusing his red nose for activities that fall outside of day-to-day work tasks. Elves are also required to tend to the reindeer without protective gear or suitable training. Instead of investors opting to purchase additional transport equipment, Santa has chosen to reallocate funds elsewhere...

3. Speciesism and sexism

Keen to start a cosy elf family with a nice polar bear in the front garden and a white picket fence? Forget it. Not only are female elves discouraged from falling pregnant, but those who do (particularly out of wedlock) are also banned from entering the factory (as you may have gathered maternity policies and benefits are non-existent). One anonymous elf told of being called into Santa's office and being asked if she would "like a lover for the night." She politely declined, however, her friend, "Merry Eggnog" accepted the proposition and was soon promoted to head of the Train Track division. What's more, mistletoe is placed EVERYWHERE with employees pressured to follow through on tradition. Have you seen mommy kissing Santa Claus? Well, that happens too but that's another story...

4. You're fired...

No this is not another episode of elf apprentice. The possibility of dismissal and the resulting loss of livelihood looms over workers day in and day out. Say something negative about Santa's wife's beard – pack your bells and whistles immediately (the hat is actually Santa Co

property so you can't even take that as a keepsake). There is also talk of outsourcing and downsizing, despite large profits being reported. Employees surely have the right to sufficient job security, fair labour and retrenchment practices and the right to a voice and representation.

#NEWSFLASH

This just in, it's all over elf Twitter. Elves are joining in solidarity and unionising with a proposed strike on the horizon! Christmas could be ruined.

Comments from workers in the toy factory: Sugarplum Mary: "My mother (Figgy Pudding) was a toymaker elf and my father (One Horse Open Sleigh) was in logistics and distribution - that's why I'm a unionist. The organisation, now known as The National Union of Elf Workers (NUEW) have put forward several demands – more than cookies for pay, no unfair discrimination and fair and safe working conditions. Santa has certainly found himself embroiled in some not so Christmassy cheer.

Elves picketing outside the toy factory, were dancing and singing as they made their voice heard:

*We don't want a lot for Christmas
There is just one thing we need
We don't care about the presents
Underneath the Christmas tree
We just want fair labour practices in the toy factory!*