

3. COLLECTIVE BARGAINING

3.1 Are all employees, irrespective of racial or other distinctions, able to choose freely and without hindrance the type of union organization to represent them?

(a) Trade union(s) representing employees of all races. Please describe:

The labour practices of the Canadian Embassy are in full conformity with Canadian law. The Public Service Staff Relations Act specifically excludes locally-engaged personnel abroad from the collective bargaining framework created by that legislation. In accordance with international diplomatic practice, Canadian embassies are not subject to local labour laws. However, staff associations have been formed at many missions, including in South Africa, to consult with management on various issues.

(b) Trade union(s) representing black employees. Please describe.

All locally-engaged staff may be represented by the staff association.

(c) Trade union(s) representing black employees which has/have been formed under the auspices of previously established trade union(s) representing white employees. Please describe.

Locally-engaged staff are represented by the staff association which does not discriminate amongst locally-engaged staff on any basis.