

Accordingly, it is the view of the Canadian Government that:

(1) General Working Conditions

-- in general companies should improve the overall work situation of Black employees to the fullest extent possible, and ensure that employment practices applicable to any group of workers are equally applicable to all workers.

(2) Collective Bargaining

-- companies should ensure that their employees are free to organize collective bargaining units that can effectively represent them, and undertake to engage in collective bargaining with such units in accordance with internationally-accepted principles. As companies are aware, under South African law Black trade unions are not "registered trade unions" officially empowered to negotiate industrial council agreements, but such organizations are not illegal. Companies should extend customary basic rights to such bargaining units, i.e. to organize for the purpose of negotiation, to solicit support among employees, to disseminate trade union information material, and to engage in other traditional trade union activities on company premises.

(3) Wages

-- companies should ameliorate the effects of the job reservation and job classification system by implementing the principle of "equal pay for equal work" -- i.e. the staffing of and remuneration for a position should be based on the qualifications of an individual and not on his racial origin. They should also strive to provide remuneration sufficient to assist their Black employees in particular to achieve a standard of living significantly above the minimum level required to meet their basic needs. The Canadian Government endorses the widely accepted guideline that the minimum wage should initially exceed this minimum level by at least 50%.

(4) Fringe Benefits

-- companies should provide to Black workers improved fringe benefits such as contributory medical and pension plans, disability insurance schemes, sick leave benefits and annual vacations. Companies should ensure that any benefit available to one group of employees is available to all employees. The Canadian Government encourages companies to assist in providing for their staff adequate medical and health facilities for them and their families, transportation to and from their place of work, adequate housing, education for their children, and other social