

Although the Code of conduct is addressed primarily to the employment practices of Canadian companies in South Africa, there may be other Canadian establishments, in South Africa, there may be other Canadian establishments, as is the case with the Canadian Embassy in Pretoria, which employ people locally in South Africa and whose employment practices, accordingly, should conform to the guidelines set out in the Code. The Canadian Government invites any Canadian public or private organization, temporarily or permanently located in South African and employing local labour there, to comply voluntarily with the Code of Conduct.

\*Note: Changes in South African law subsequent to the promulgation of this Code may have altered the relevance of some elements of it.

## CODE OF CONDUCT

### ADMINISTRATIVE PROCEDURES AND GUIDANCE (1991-93)

#### Reporting System

Companies are asked to provide their annual public reports relating to the code of Conduct in the standard reporting format which will be issued to them by the Administrator.

The annual report should state the facts as of September 24, 1993 and in particular should bring out clearly the progress achieved in the implementation of the various sections of the code. This is particularly important where they are considered to represent a significant contribution to the advancement and well-being of the Black employees and their families and to the communities in which they live. Companies should feel free to describe their achievements in some detail citing, wherever relevant, the financial provision for them in company budgets.

Companies should submit this report to the Administrator by 15 March 1994.

The Administrator will review and collate company reports and submit a report to the Minister of Foreign Affairs by 31 March 1994. It will shortly thereafter be tabled in Parliament.

Members of the public who may wish to obtain a copy of any company annual report relating to the Code of Conduct will be informed that they should apply directly to the company concerned.

#### Collective Bargaining

This section of the Code does not ask companies to promote, set up, or do the job of trade unions. It does, however, ask companies to "ensure that their employees are free to organize collective bargaining units of their own choosing." A feature of the labour relations scene in recent years has been the involvement of Black workers in the statutory industrial relations system and the emergence and growing influence of independent trade unions representing black employees. The Code states that companies should pay particular attention to such union and be prepared to conclude recognition agreements with them. This should not, of course, be at the expense of the employees' freedom of choice.