

specific mention of the following issues and problems.

- (a) Bringing the Code to the Black Worker. Companies should ensure that their employees be familiar with the Canadian Code of Conduct and that at regular intervals they can see or have the text of the Code read to them in a language they understand. The newly-appointed Labour Attache to the Canadian Embassy in Pretoria could provide a new useful channel for the distribution of information on the Code of Conduct to trade unions and other interested organizations.

Companies should be prepared to inform their employees what they are doing to implement the Code and should review and discuss with them or their representatives their annual reports on the implementation of the Code.

- (b) Migrant Labour. Employers utilizing this form of labour should endeavour to alleviate the harsh effects of the existing regulations of the policy of apartheid as applied to such employees. They have the responsibility to contribute to ensuring freedom of movement of Black African workers particularly with respect to giving them the opportunity of leading a family life and making it easier for families to settle near the workplace of employees.

- (c) Social Justice. By positive, constructive and legal means and approaches and in cooperation, where appropriate, with other foreign companies and with their South African partners, Canadian companies should use whatever channels of influence are available to them to promote the cause of social justice and the peaceful achievement of necessary social and political changes and reforms.

With these various points in mind I have prepared a revised and expanded text of the Code of Conduct. I hope to complete my consultations on the matter with the

interested parties in the very near future and I shall then submit the new version of the text to you for your consideration and approval.

It will also be desirable to revise the new standard reporting format not only to take into account proposed changes in the Code of Conduct but also to reformulate some of the questions it now contains in ways which will assist companies to provide more precise and relevant information on their employment practices. This exercise will require close consultations with the companies. It is important, I realize, that the format should not take an unwieldy or inflexible shape and that it not unduly burden companies with paperwork.

One further proposal occurs to me which I think deserves consideration. Since the focus of the Code of Conduct is on employment practices it cannot be assumed that its application to Canadian companies investing in South Africa or having representative establishments there exhausts all the possibilities. Indeed the Canadian Embassy, employing local labour, is one such possibility. It would seem to me to be entirely within the spirit of the Code of Conduct and the larger purpose the Canadian Government intends it to serve, to invite any Canadian public or private organization and any individual Canadian, temporarily or permanently located in South Africa and employing local labour there, to comply voluntarily with the Code.

As a final comment in this report perhaps I might offer a thought or two on the question of the usefulness of Codes of Conduct. This question, always uppermost in my own mind, has been readily answered by many of my interlocutors in trenchantly negative judgements. I do not find it so easy myself to reach firm judgements, one way or the other, and certainly not on the basis of an initial, foreshortened annual exercise in the administration of the Code. In one respect it seems to me that the disappointment of some critics results from expectations which go well beyond what could reasonably be attributed to one only of the various policy measures which the Canadian Government has introduced in developing a comprehensive policy to combat apartheid.

In my own approach to this question I have sought to concentrate on those indications that something good for the Black people of South Africa, in terms of their welfare, human dignity, equality and freedom, can arise from the implementation of the Code of Conduct. This initial experience with the reorganized administration of the Code has given the Canadian companies concerned an