

1. General Working Conditions

In general, companies should regard the constant improvement of the overall work situation of Black employees as an objective having a high priority. They should ensure that employment practices applicable to any group of workers are equally applicable to all workers.

2. Collective Bargaining

- a) Companies should ensure that their employees are free to organize collective bargaining units of their own choosing that can effectively represent them, and should undertake to engage in collective bargaining with such units in accordance with internationally-accepted principles.
- b) Companies, recognizing that the South African Labour Relations Act and Labour Law is now free of provisions that discriminate on the basis of race, should pay particular attention to Black trade unions and ensure that Black employees are free to form or join the trade union of their choice. They should be prepared to sign recognition agreements with representative Black trade unions within the company and allow collective agreements. Employers should regularly and unequivocally inform their employees that consultations and collective bargaining with organizations which are freely elected and representative of employees are part of company policy.
- c) Companies should, as a matter of course, allow trade union officials to explain to employees the aims of trade unions and the advantages of membership; to disseminate trade union information material and display trade union notices on the company's premises; to have reasonable time-off to carry out their union duties without loss of pay; and to organize meetings.
- d) In companies where workers or liaison committees already operate, trade union officials should have representative status on these bodies if employees so wish. The existence of these types of committees should not prejudice the development or status of trade unions or of their representatives.
- e) Companies should do everything possible to establish a climate of confidence in their relations with their employees. In this connection, it is important that each company ensure that its 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 company should be prepared to inform its employees what it is doing to implement the Code and should review and discuss with them or their representatives its annual report on the implementation of the Code.

3. Migrant Labour

- a) The policy of apartheid leads to the use of migrant labour, which robs the individual of the basic freedom to seek and obtain the job of his choice. It also causes grave social and family problems.
- b) Employers have the social responsibility to contribute towards ensuring freedom of movement for Black workers and giving them the opportunity to lead a family life.
- c) Employers should endeavour to alleviate the effects of existing regulations, in particular, by facilitating the regular renewal of contracts of employment and making it easier for the families of employees to settle near their work place.

4. Wage and Pay Structures

- a) Companies should formulate specific guidelines aimed at improving their terms of employment and at implementing the principle of "equal pay for equal work." The staffing of, and remuneration for, a position should be based on the qualifications of an individual and not on his/her racial origin. The same pay scales should be applied to the same job.
- b) Companies should also 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. In this context, they should refer to the data on living costs regularly collected and analyzed by the University of South Africa (UNISA) and the University of Port Elizabeth (UPE). (See appendix for further details.) Pay based on the "Supplemented Living Level" for an average-sized family must be considered as the absolute minimum necessary and the Canadian Government strongly urges companies, taking into account the value of work performed -- in particular industries -- to introduce minimum wages which substantially exceed this level at an early stage of their programs for improving the terms of employment of their Black employees.
- c) In their continuing review of pay and wage structures, companies should take particular note of the impact of inflation. Annual wage increases should offset the impact of this factor; but, if the desired improvement in real wages is to be achieved, it cannot be the only factor to be reflected in the determination of wage increases.