

- Permit the dissemination on company premises of information from accredited trade unions among black employees:

The Embassy welcomes the dissemination of information and questionnaires by the Staff Association on company premises.

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- Ensure that black trade union representatives are included in work and/or liaison committees:

Two of the four elected representatives on the staff association are black.

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- Ensure at regular intervals that black employees are familiar with the Code of Conduct in a language which they understand, informing them what the company is doing to implement the Code and reviewing and discussing with them or their representatives the company's annual report on the implementation of the Code:

Locally-engaged staff have been fully briefed on the contents of the Code and have been given copies of the Code itself as well as this annual report.

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4. MIGRANT LABOUR

If company employs migrant labour, any other form of contract labour, or employs black persons who are accommodated in hostels please state company policy with respect to such employees and what action the company is taking to alleviate the effects of existing regulations and restrictions on employees and their families. Indicate particular measures, special facilities and amenities, including efforts to facilitate:

- (a) the opportunity to lead a family life;
- (b) the regular renewal of contracts; and
- (c) any arrangements for making it easier for the families of employees to settle near their companies.

Four locally-engaged employees travel to Capetown with the Ambassador for the annual parliamentary session. Three of these employees are provided with staff housing in both Pretoria and Capetown; the fourth, who owns her home in Pretoria is provided with housing in Capetown. The staff housing in Pretoria was substantially expanded and renovated in March 1988. The parliamentary session is normally six months long; when the term of residence in Capetown is extended, as was the case in 1987, the Embassy arranges for the return of all locally-engaged employees once every six months for family reunification, medical check-ups, etc. One locally-engaged employee is accompanied by her husband (at Embassy expense) and the Embassy was instrumental in arranging for the daughter of another employee to study at the University of Capetown in order to be close to her father. All locally-engaged staff travelling to Capetown with the Ambassador receive a special family separation allowance during the period of their temporary duty in Capetown designed to cover the extraordinary expenses associated with family separation.

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