

## Code of conduct for Canadian companies operating in South Africa

The Secretary of State for External Affairs, Don Jamieson, announced on April 28 that the Federal Government had issued a "Code of Conduct on the Employment Practices of Canadian Companies Operating in South Africa". The document, concerning Canadian policy initiatives towards South Africa, was issued following consultation with the principal Canadian companies concerned, as well as with other interested parties such as the Canadian Labour Congress and the Task Force on Churches and Corporate Responsibility.

The Code of Conduct provides a number of recommendations to companies on ways in which the working conditions of their South African employees can be improved. While it addresses itself in particular to employment practices affecting black South African workers (who are acknowledged to be the most severely affected by adverse working conditions), it also recognizes that the recommendations are applicable to non-white employees who may be subject to discriminatory practices. The areas of concern include: general working conditions; collective bargaining; wages; fringe benefits; training and promotion; and race relations.

Under the Code, companies are to make annual public reports, which should include information on such criteria as:

the number and proportion of blacks employed; the range of training opportunities made available to black employees, particularly those designed to advance such employees into skilled and semi-skilled positions; the extent to which facilities in the work-place are integrated; the type of fringe benefits and other facilities, services or forms of assistance provided to black employees; the means by which collective bargaining is conducted and whether black trade unions participate in this process; and the progress that companies have achieved in providing adequate remuneration for their black employees, specifically in relation to the generally accepted standard of a minimum wage at least 50 percent above the minimum level considered necessary to meet basic living costs.

### Excerpts from Code

Referring to general working conditions, the document recommends to Canadian companies operating in South Africa that they should "improve the over-all 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".

Under collective bargaining, the Code recommends that, "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"....

Referring to 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"....

### Fringe benefits

Improved fringe benefits such as contributory medical and pension plans, disability insurance schemes, sick leave benefits and annual vacations should be provided to black workers, the Code recommends; and companies should "ensure that any benefit available to one group of employees is available to all employees"....

"Companies should provide training programs and job opportunities to facilitate the movement of blacks into semi-skilled and skilled positions and introduce blacks to supervisory positions on an accelerated basis, rather than recruiting expatriate personnel," the Code states.

Under the heading of race relations, it recommends that, "companies should, to the fullest extent possible, integrate their working, dining, recreational, educational and training facilities"....

## Japan/Canada fisheries pact

Canada and Japan signed a bilateral fisheries agreement in Tokyo on April 28 which became effective immediately.

The new accord sets out the terms and conditions that govern continued fishing by Japanese vessels under Canadian fisheries laws and regulations in areas under Canadian fisheries jurisdiction, for resources surplus to Canadian requirements. It includes provisions for the determination by the Government of Canada of allocations for Japanese fishing vessels, the issuance of Canadian licences to these vessels and their compliance with the conservation measures established by Canada.

The agreement also refers to the special interest of Canada in fisheries resources in the area beyond and immediately adjacent to the Canadian 200-mile

zone. It is the fifth agreement to do so since the extension of Canadian jurisdiction to 200 miles: similar agreements have been concluded with Cuba, Romania, the German Democratic Republic, and Bulgaria.

The new pact becomes the twelfth dealing with foreign fishing in the Canadian fishing zone.

### Capital tulips

*More than 3 million tulips bloom throughout Ottawa during the capital's festival of spring each May. Queen Juliana of the Netherlands donated bulbs to the city in appreciation of the kindness shown to her during her stay there in the Second World War. The stock of bulbs is replenished each year.*

