

3. COLLECTIVE BARGAINING

3.1 Are all employees, irrespective of racial or other distinctions, able to choose freely and without hindrance the type of union organization to represent them?

(a) Trade union(s) representing employees of all races. Please describe:

The labour practices of the Canadian Embassy are in full conformity with Canadian law. The Public Service Staff Relations Act specific- excludes locally-engaged personnel abroad from the collective bargaining framework created by that legislation. In accordance with international diplomatic practice, Canadian embassies are not subject to local labour laws. However, staff associations have been formed at many missions, including in South Africa, to consult with management on various issues  
(b) Trade union(s) representing black employees. Please describe.

All locally-engaged staff may be respresented by the staff associati-

(c) Trade union(s) representing black employees which has/have been formed under the auspices of previously established trade union(s) representing white employees. Please describe.

Locally-engaged staff are represented by the staff association which does not discriminate amongst locally-engaged staff on any basis.

(d) Other arrangements. Please describe and explain why black employees are not represented by trade union(s):

While no employee engaged locally abroad has been given the right to belong to a trade union, they are encouraged to organize themselves into staff associations within the missions and elect representatives to interface with management on both interests and rights problems. The staff association is particularly active at this mission.

3.2 Measures taken to establish a climate of confidence in the workplace and to extend customary basic rights to bargaining units representing black employees.

- Inform Black employees regularly and unequivocally that it is part of company policy to facilitate consultations and collective bargaining with organizations which are freely elected and representative of employees (describe procedures):

All employees have been informed regularly that the mission welcomes the views of their staff association and a liaison is maintained through regular meetings between the association and management.

- Permit trade union officials to undertake normal duties on company premises in relation to their units among black employees and accord them reasonable time off in this regard:

The elected representatives of the staff association are indeed permitted to undertake normal duties as employee representatives, e.g. meet individually and collectively with staff on Embassy premises, and are accorded reasonable time off to do so.

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