

CODE OF CONDUCT CONCERNING THE
EMPLOYMENT PRACTICES OF CANADIAN COMPANIES
OPERATING IN SOUTH AFRICA

In South Africa there are policies, legislation and practices based on the principle of racial discrimination which are repugnant to Canadians, and which the Canadian Government has condemned as contrary to internationally-accepted standards of human rights. Many Canadians are concerned about the extent to which companies identified with Canada are involved in South Africa in an economic system based on racial discrimination.

The Canadian Government has noted that a number of Canadian companies have already shown leadership in establishing programs to improve the working conditions of the non-White employees of their affiliates in South Africa. It strongly hopes that every Canadian company active in that country will promote employment practices which are based on the principle of equal treatment for all its employees, and which are consistent with basic human rights and the general economic welfare of all people in South Africa. While these objectives are applicable to all employees, they have particular relevance to the employment conditions of Black African workers. The Government believes that, by promoting the achievement of these objectives, Canadian companies will be able to make an important contribution towards improving the working conditions generally of Black and other non-White workers in South Africa.

The Government commends to Canadian companies the Declaration adopted unanimously in 1973 by the Executive Committee of the International Organization of Employers. Among its other provisions this declaration "appeals to the Republic of South Africa to fulfill its obligations in respect of human rights and to repeal its discriminatory legislation with the aim of giving equal rights and protection of those rights to all workers and in particular by guaranteeing: -

- equality of opportunity in respect of admission to employment and training;
- equality in conditions of work and respect for the principle of equal pay for equal work; and
- freedom of association and the right to organize and collective bargaining".

The Declaration also appeals "to all employers in South Africa to take urgent measures to promote the conditions necessary for acceptance of the well established standards in the field of human rights approved by the International Labour Organization". The Government believes Canadian companies should implement the above-mentioned principles of the Declaration of the International Organization of Employers, which were reaffirmed by the I.O.E. in June, 1977.