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

The Secretary of State for External Affairs, the Honourable Don Jamieson, announced today the issuance by the Canadian Government of a "Code of Conduct on the Employment Practices of Canadian Companies Operating in South Africa". The issuance of such a Code was anticipated in Mr. Jamieson's statement of December 19, 1977, to the House of Commons, concerning Canadian policy initiatives towards South Africa, and followed a period of consultation with the principal Canadian companies concerned, as well as with other interested parties such as the Canadian Labour Congress and the Taskforce on Churches and Corporate Responsibility.

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

Under the Code of Conduct companies are to make annual public reports in sufficient detail to permit assessment of their progress in realizing the objectives of the Code. It has been proposed to companies that such reports (the first of which the Government suggests should be made publicly available prior to March 31, 1979) should include information on such criteria as: the number and proportion