

of Blacks employed; the range of training opportunities made available to Black employees, particularly those specifically 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 collective bargaining 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% above the minimum level considered necessary to meet basic living costs.

The Government believes that the full implementation of the provisions of the Code of Conduct will clearly demonstrate the concern of the companies and Canadians for the working conditions of all employees of Canadian companies operating in South Africa, and will assist materially in improving those conditions. The Government particularly appreciates the co-operation it has received from all parties consulted on the Code of Conduct.

--- A copy of the Code of Conduct is attached.