

## TABLE OF CONTENTS

I	Preface	1
II	Background	3
III	Canadian Companies in South Africa	7
IV	Observance of the Code	15
	1. General Working Conditions	15
	2. Collective Bargaining	15
	3. Migrant Labour	16
	4. Wages	16
	5. Training and Promotion	18
	6. Fringe Benefits	19
	7. Race Relations	20
	8. Encouragement of Black Businesses	20
	9. Social Justice	20
V	Company Performance	22
VI	Concluding Observations	25
VII	Annexes	28
	(A) Administrator's Terms of Reference	29
	(B) Text of Code of Conduct	30