

## PART I. GENERAL BACKGROUND

This report draws on information contained in the annual reports submitted to me by Canadian companies together with any clarifying details arising out of my personal consultations with the senior officers of these companies. The companies were provided with a questionnaire, specially designed as a standard reporting format for this purpose, and were asked to give in the sections indicated in the format an account of the employment practices of their subsidiaries, affiliates or representative offices in South Africa during the twelve month period of 1985.

The new standard reporting format in its arrangement of subjects and questions, closely conforms to the present text of the Canadian Code of Conduct which was issued in April 1978 (see Annex B). The organization of the material in my report follows this general pattern. It may be useful therefore to note briefly here, as set down in the Code of Conduct, the principles, conditions and objectives which, in the view of the Canadian Government, should characterize the employment practices and policies of companies operating in South Africa. While all such considerations and criteria should apply to all employees, regardless of the racial categories into which the apartheid system slots and divides the people of South Africa, they have particular relevance to the employment conditions of Black African workers and to the urgency which should be attached to the improvement of their working conditions and the quality of life of them and their families.

While the aim must be the enjoyment by all workers of well-established standards of human rights the elimination of any form of discrimination in the workplace places a particular importance on 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 rights to organize and collective bargaining.