

(d) Other arrangements. Please describe and explain why black employees are not represented by trade union(s):

While no employee engaged locally abroad has been given the right to belong to a trade union, they are encouraged to organize themselves into staff associations within the missions and elect representatives to interface with management on both interests and rights problems. The staff association is particularly active at this mission.

3.2

Measures taken to establish a climate of confidence in the workplace and to extend customary basic rights to bargaining units representing black employees.

- Inform Black employees regularly and unequivocally that it is part of company policy to facilitate consultations and collective bargaining with organizations which are freely elected and representative of employees (describe procedures):

All employees have been informed regularly that the mission welcomes the views of their staff association and a liaison is maintained through regular meetings between the association and management.

- Permit trade union officials to undertake normal duties on company premises in relation to their units among black employees and accord them reasonable time off in this regard:

The elected representatives of the staff association are indeed permitted to undertake normal duties as employee representatives, e.g. meet individually and collectively with staff on Embassy premises, and are accorded reasonable time off to do so.