*in the housing of black African personnel and their families; in transport from place of residence to place of work and back;

*in providing leisure and health service facilities;

*in providing their employees with assistance in problems they encounter with the authorities over their movement from one place to another, their choice of residence and their employment;

*in pension matters;

*in educational matters;

*in improving medical services, in adopting programmes of insurance against industrial accidents and unemployment and in other measures of social welfare.

6. **Desegregation at Places of Work**

In so far as it lies within their own competence, employers should do everything possible to abolish any practice of segregation, notably at the workplace and in canteens, sport activities, education and training. They should also ensure equal working conditions for all their staff.


A) Parent companies to which this code is addressed should publish each year a detailed and fully documented report on the progress made in applying this code.

B) The number of black Africans employed in the undertaking should be specified in the report, and progress in each of the six areas indicated above should be fully covered.

C) The Governments of The Nine will review annually progress made in implementing this code. To this end a copy of each company's report should be submitted to their National Governments.

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**THE UF-SACCOLA CODE**

Appendix V

"The Urban Foundation and SACCOLA -

believing that the opportunity for men and women to develop themselves to their fullest potential plays a basic role in the quality of their lives, and
knowing that free enterprise has a major contribution to
make towards improving the quality of life of all people
in South Africa, and
recognising progress already achieved in the matters dealt
with below, recommends the adoption by all members of the
private sector of a Code of Employment Practice whereby
the subscriber is committed, within the evolving South
African legal framework;

1. To strive constantly for the elimination of discrimi-
nation based on race or colour from all aspects of
employment practice:

and to apply this principle in good faith - with due
regard to different job categories fairly determined
on considerations other than race or colour -
especially in the following respects:

1.1 the selection, employment, advancement and
promotion of all employees;

1.2 the remuneration of employees;

1.3 the provision of
pensions, medical aid, leave, sick pay,
employee insurance, assistance with housing,
and like facilities;
physical working conditions and facilities
relating thereto;
training programmes or facilities to improve
the productivity and skills of employees to
enable them to achieve advancement in technical,
administrative and managerial positions;

1.4 the recognition of the basic rights of workers
of freedom of association, collective negotiation
of agreements on conditions of service, the lawful
withholding of labour as a result of industrial
disputes, and protection against victimisation
resulting from the exercise of these rights;

2. To promote and maintain, through contact and consulta-
tion, sound and harmonious relations between
employers and all categories of employees, and

3. To continue to co-operate with other organisations in
the public and the private sectors in promoting

3.1 the accelerated creation of employment
opportunities for the South African population
at wage rates aimed at the maintenance of
viable living standards;

3.2 the progressive transition to a system wherein
the rates of remuneration paid and any benefits
relating to conditions of employment will be
such as to render unnecessary any differential
subsidy based on race or colour.
The following set of 40 principles adopted by the Association of Chambers of Commerce of South Africa together constitute the official Assocom policy with regard to blacks, coloureds and Asians. Chambers of Commerce throughout the country have been asked to bear these accepted principles in mind whenever dealing with this subject.

The 40 principles are:

1) Assocom regards South Africa’s human resources as its greatest natural asset. It believes that it is only possible to realise this human potential through close and concerned co-operation between all its peoples.

2) In order that this may be done it believes that the Bantu Labour Act as such, should be repealed and a unitary system for all labour introduced, to be consolidated under the control of the Department of Labour.

3) Trade unions should be free to represent all ethnic groups, subject to registration, and should represent the interests of all employees in a given industry.

4) Failing all race groups being represented in one trade union, then black trade unions should be registered and recognised.

5) Labour is a commercial commodity and all employees should be free to offer their labour in the best market.

6) Restrictions on the recruitment of labour in the homelands by private enterprise on a competitive basis, should be removed.

7) Private employment agencies should be permitted to undertake the placement and recruitment of all race groups.

8) Assocom is opposed to any system of compulsory deferment of wages as being contrary to the free decision of employees.

9) Prohibitions on the performance of work by blacks, coloureds and Asians should be repealed.

10) There should be no compulsion on employers to provide housing for their employees and compulsory subsidisation in any form should be phased out.

11) Assocom believes that the way of life of employees housed in compounds is unnatural and not conducive to good industrial relations. It should be avoided wherever practicable.

12) The provision of family accommodation should be undertaken wherever possible.
13) All employers should make every effort to implement the Urban Foundation/SACCOULA Code of Employment Practice.

14) Simplification and streamlining of procedures for registration and for employment should be introduced.

15) No action should be taken against blacks found to be "unlawfully employed".

16) While a record of employment should be retained it should be in a separate document from any identity document.

17) The identity and employment records for all sections of the population should be on the same basis.

18) Industrial training of all races should be controlled by the Department of Labour.

19) All restrictions on employment as a result of the Environment Planning Act should be removed.

20) Simplification and unification of labour legislation affecting all population groups is essential. All racial groups in the Republic, other than the homelands, should be governed by the same legislation.

21) Full rights of ownership and totally secured titles of occupation should be provided for urban blacks.

22) The rights in land and fixed assets should be extended to full and unconditional ownership rights.

23) The financing of housing loans for blacks and others should be taken over by recognised financial institutions.

24) Priority should be given to new houses for blacks in urban areas and rentals should be at an economic rate and any shortfall in income to administering authorities should be paid from general revenue.

25) Assocom believes that increased wages and improved conditions of service should make it possible for services such as transport, welfare and housing to be provided on an economic basis.

26) Community councils should become civic institutions with decision making powers. The membership of these bodies should be entirely democratically elected representatives of the local population.

27) Townships should be made safer and the quality of town planning in the urban black townships should be upgraded.

28) Electricity and adequate telephone services in the urban townships are imperative and the provision of increased recreational facilities highly desirable.
29) Restrictions on entrepreneurs should be lifted to allow them to provide adequate cultural, recreational, educational and social facilities in these townships.

30) In order to assist with transport to and from urban residential areas, the system of transport licences should be reviewed to allow free competition between the railways, various bus companies and taxis. The standard of transport services must be improved.

31) Proposed transport fare increases should be publicly considered before implementation and their consequences closely reviewed.

32) No decisions affecting the black, coloured or Asian communities should be taken without full consultation with them.

33) Trading opportunities should be opened progressively for all races in all areas.

34) With regard to traders all legislation restricting activities on racial grounds should be removed.

35) All professional persons should be allowed to practise without restriction to location.

36) Restrictions included in the Group Areas Act on the occupation of land or premises by lawful employees (in particular black managers) should be removed.

37) A programme to provide the same national syllabus and compulsory education for all race groups should be introduced. Education should be administered on a national basis irrespective of colour.

38) Further training colleges for teachers should be introduced in the urban areas.

39) The national system of education and subjects taught should be re-examined to equip students with suitable and useful knowledge to either embark on further training or start working in commerce and industry.

40) Decisions regarding education should only be taken after the fullest consultation with the people concerned.
<table>
<thead>
<tr>
<th>Category</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Books</td>
<td>1-25</td>
</tr>
<tr>
<td>Journal Articles</td>
<td>26-42</td>
</tr>
<tr>
<td>Journals</td>
<td>43-49</td>
</tr>
<tr>
<td>University Publications</td>
<td>50-56</td>
</tr>
<tr>
<td>South African Statutes</td>
<td>57-66</td>
</tr>
<tr>
<td>South African Government Publications</td>
<td>67-78</td>
</tr>
<tr>
<td>United States Government Publications</td>
<td>79-82</td>
</tr>
<tr>
<td>Newspaper Reports and Comments</td>
<td>83-85</td>
</tr>
<tr>
<td>Company Reports</td>
<td>86-99</td>
</tr>
<tr>
<td>Codes of Employment Practices</td>
<td>100-105</td>
</tr>
<tr>
<td>Miscellaneous References</td>
<td>106-107</td>
</tr>
</tbody>
</table>
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