

local level where they have spent substantial sums on communal as well as individual worker amelioration. All but three of the larger Canadian companies have withdrawn from South Africa and two of these are ultimately foreign owned. Thus the benefits engendered by the Code of Conduct have been diluted in an overall sense to the point of insignificance except at the micro level. When the departures of American, Australian and European firms are added to the Canadian, the loss to South Africa and, particularly to non-Whites is significant. The damage is not great in terms of immediate jobs lost since, with one or two exceptions, the former foreign firms have carried on under new management. The harm stems, rather, from future expanded employment foregone through loss of capital infusions customarily provided by foreign companies. The technology lost in the process is regretted but can be replaced from other sources - at a higher cost. But the loss of fresh capital and of educational and social responsibility programs cannot be as easily overcome and their absence will have a depressing effect on the economy and society in general.

Having said that, it is a fact that no matter what companies do in terms of employee or communal betterment, there is a limit to their capacity to contribute to such ends if they wish to stay in business. The large enterprises clearly have substantial resources to deploy in this manner; the small ones less. But, whether large or small, firms cannot be expected to go beyond their means in attempting to right the wrongs of a society and its elected government. Thus there is a limit beyond which Codes of Conduct and their practitioners cannot be expected to go in the pursuit of human dignity and equality.

It is the society itself which must assume the primary responsibility. Happily, there are signs that this is beginning to happen. Some of these are outlined in section II of this report and will not be repeated here. What is important is that both political and social reform are in the wind. The general election in September will be followed by a change of regime and the new one, whether led as anticipated by Mr. F.W. De Klerk or by another, is expected to revive the reforms from which President P.W. Botha shrank in the face of a right wing resurgence.

All those governments, enterprises and individuals interested in South Africa and its march toward real democracy and equality for all should remain alert for the changes which now seem inevitable. They will be the touchstone for future dialogue and action, both within South Africa and between it and the international community. Hopefully, the current incipient discussions in South Africa will burgeon into genuine dialogue amongst all races and parties with the object of reaching, through eventual peaceful negotiations, the new, democratic, political and social order for which most South Africans of all races yearn. In these circumstances, the Canadian Government and people should be ready to ease the pressure on South Africa as evidence accrues that it is moving in the right direction. The time may be near for Canada and like-minded countries in the Commonwealth and elsewhere to review their policies on sanctions with a view to signalling to the Government of

South Africa what will be required for the international community to loosen the screws and trigger outright approval and practical assistance if and when needed. The transition from authoritarianism and White control to equality, dignity and democracy in South Africa and from sanctions to international acceptability could be long and arduous but a start seems to be in the making in 1989.

In the past, Canadian companies and their South African affiliates generally have played a useful role in advancing employment standards and in promoting equity in the workplace. Those remaining should, and seem prepared to, continue to do so, despite their declining number. Black and, to a considerable extent, other non-White employees remain disadvantaged relative to their White counterparts, still far too few making it into the ranks of administrative, management or technical personnel. Women in general but Black women in particular are scarcely to be found in many commercial or industrial enterprises, let alone in senior positions. Companies need to be more pro-active in working for the dismantlement of apartheid in all its manifestations. In particular, the smaller companies which lack financial and human resources for major programs can choose from a variety of existing organizations in order to support social responsibility projects or programs, without over-extending themselves financially. Training and promotion possibilities still exist for non-Whites in nearly all companies, both large and small.

In short, Codes of Conduct and the companies which implement them still have useful roles to play in promoting social justice and an end to apartheid in South Africa.