outside the jurisdiction of the South African Industrial Council system and Conciliation Act. In its explanation of the two exceptions the company points out that the trade union with branch organizations at its other plants has not sought to extend collective bargaining into the two KwaZulu plants. It contends that so far no other union has gained the support of the employees of these plants although several unions have approached the employees. The process of unionization in these plants thus remains at an awkward and difficult impasse. Clearly further, serious efforts by all concerned will be required to resolve it.

From the reports of another company's two subsidiaries it appears that the Industrial Council system is not comprehensive in its jurisdiction over the whole range of industrial production and business activities. At least this seems to be the implication of the company's explanation as to why one of its two subsidiaries is not yet unionized. The company's report does make the point that the workers at the non-unionized plant are free to belong to a union and management has undertaken to make this point perfectly clear to its employees in future.

In general from their reports it can, with one exception, be said that all Canadian companies subscribe to the principle of freedom of association and the rights to organize and to collective bargaining. Five companies comprising an equal number of subsidiaries at which trade unions do not exist related the absence of unions to the lack of interest of their few Black employees and, in the light of these circumstances, the impractical nature of a formal trade union organization.

To revert briefly to the one exception noted above. The company concerned pointed out that there were no trade unions in the consulting industry in Canada and that it was simply adhering to this practice in South Africa. Its policy, it indicated, has been to employ and train South Africans without regard to race or creed and on the same basis to transfer ownership of the company to them.

3. Wages

All companies support unreservedly the principle of equal pay for equal work. Apart from the difficult challenge of implementing this principle they are also asked under the Code of Conduct to strive to provide remuneration sufficient to assist their Black employees to achieve a standard of living significantly above the

minimum level required to meet their basic needs. As indications of company achievement in this regard they are requested in their annual reports to respond to questions about minimum wages, average monthly wages and annual wage increases. A number of companies indicated in their reports that their employees were hired on a salaried basis only and in order to reach as comprehensive a picture as possible of employee remuneration it was necessary to go back to them for relevant information on salary scales.

It is by no means easy to produce an account of wage and salary structures on which comparisons or judgements of achievement and progress can be made. Conditions, circumstances and standards having an impact on these structures vary regionally, between urban centres and rural areas, and between industrial sectors. On the latter score, as is mentioned in some company reports, wage scales in one type of industry may, as in Canada, be traditionally lower than in another type of industry partly because the jobs are easier to learn, and can often be carried out on a part-time basis by second-income family members. A rough contrast, not without relevance to the high level of unemployment in South Africa at the present time, can be drawn between the situation in a labour-intensive industry which provides much employment but generally more modest pay rates and a capital-intensive industry which provides much less employment but offers its skilled employees and professional staff better remuneration. Then again where profitability may be a significant advantage of a particular type of industry, e.g. mining operations, it may be partially possible to bridge both the differences of pay scale and of labour-intensive and capital-intensive methods while retaining a large workforce.

A special and related problem in the analysis of company wage and pay structures is the variety of arrangements that characterize their remuneration and compensation practices. The distinction between salaried employees and those paid on a wage-rate basis has already been mentioned above, but even within the wage-earner category there can be noted sub-categories of employees compensated on an hourly or part-time, daily, weekly or monthly rate.

Another and more complicated arrangement is that of the annual contract. As these terms, I have been informed, are now to be understood, a contract worker is not necessarily a migrant worker but a migrant worker is necessarily an employee recruited on the basis of an