

## V COMPANY PERFORMANCE

The Code of Conduct Administrator's terms of reference, inter alia, require from him an annual report on the administration and observation of the Code and, consistent with the purposes and intent of the Code, impartiality and objectivity. In fulfillment of these requirements an attempt is made in this section of the report to assess the degree to which enterprises comply with both the spirit and the letter of the Code.

The method adopted to assess the companies has been to rate them on a scale of 1 to 10 with respect to eight of the nine employment practices dealt with in the Chapter IV. The ninth category, Wages, has been allotted 20 points for rating purposes on the ground that wages are generally considered to be the most important reflection of an employee's status. In South Africa Black workers tend to be the lowest paid. On the foregoing basis, the companies have been placed in one of the categories set out in Table X.

| TABLE X              |                                                                                            |
|----------------------|--------------------------------------------------------------------------------------------|
| RATING CATEGORIES    |                                                                                            |
| I - over 80 points   | - Fulfills or exceeds all basic requirements.<br>Improvement still possible.               |
| II - 66-80 points    | - Fulfills or exceeds most basic requirements.<br>Considerable scope for improvement.      |
| III - 50-65 points   | - Fulfills or exceeds some basic requirements.<br>Substantial improvement required.        |
| IV - under 50 points | - Fails to meet many basic requirements.<br>Major effort required to comply with the Code. |

In assessing the performance of Canadian companies and their South African affiliates, allowance has been made for the fact that there is less scope for small firms to implement in their entirety the full range of employment practices set out in the Code of Conduct. Account has been taken also of the unique business environment in South Africa and of the competitive conditions that flow from it. While the Canadian Government and its Embassy in South Africa are clearly not businesses in the normal sense, they have been considered and rated as nearly as possible in the same manner as Canadian companies and their affiliates, with due allowance for the different nature of their operations. For Canadian personnel working at the Embassy, there are written guidelines