

| TABLE VI                                                                                                                                                                                                                                                                                                                                      |               |                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------|
| TOTAL AND BLACK/ASIAN/COLOURED EMPLOYMENT<br>AT CANADIAN AFFILIATES ON 31/3/87                                                                                                                                                                                                                                                                |               |                                 |
|                                                                                                                                                                                                                                                                                                                                               | <u>Total</u>  | <u>Black/Asian<br/>coloured</u> |
| AMCA International Ltd.                                                                                                                                                                                                                                                                                                                       | 35            |                                 |
| Bauer & Crosby Inc.                                                                                                                                                                                                                                                                                                                           | 5             | 0                               |
| Bayer Foreign Investments Ltd. (5 affiliates)                                                                                                                                                                                                                                                                                                 | 500(Est)      | 400(Est)*                       |
| Canadian Embassy                                                                                                                                                                                                                                                                                                                              | 46            | 13                              |
| Champion Road Machinery Limited                                                                                                                                                                                                                                                                                                               | 53            | 14                              |
| Cobra Metals & Minerals Inc. (2 affiliates)                                                                                                                                                                                                                                                                                                   | 521           | 424                             |
| Ford Motor Company of Canada Ltd.                                                                                                                                                                                                                                                                                                             | 4,853         | 3,303                           |
| JKS Boyles International Inc.                                                                                                                                                                                                                                                                                                                 | 10            | 3                               |
| Menora Resources Inc.                                                                                                                                                                                                                                                                                                                         | 9             | 5                               |
| Massey-Ferguson Ltd. (Varity Corp) (2 affiliates)                                                                                                                                                                                                                                                                                             | 3,163         | 1,900**                         |
| National Business Systems Inc.                                                                                                                                                                                                                                                                                                                | 94            | ***                             |
| QIT-Fer et Titane Inc.                                                                                                                                                                                                                                                                                                                        | 1,594         | 1,124                           |
| Sternson Limited                                                                                                                                                                                                                                                                                                                              | 47            | 34                              |
| Total                                                                                                                                                                                                                                                                                                                                         | <u>10,940</u> | <u>7,242</u>                    |
| * The figure for Bayer represents a nominal estimate since Bayer chose not to report under the Canadian Code of Conduct but instead under the European Community Code.                                                                                                                                                                        |               |                                 |
| ** This figure includes 469 Black/Asian/Coloured employees of Fedmech and an estimated 1,431 Asian and Coloured employees of ADE. As ADE is in a designated coloured development area most of its employees are Coloured. ADE did not differentiate its employees on the ground that doing so would counter its policy of non-discrimination. |               |                                 |
| *** This figure is not known because the company was not able to report this year.                                                                                                                                                                                                                                                            |               |                                 |

| TABLE VII                                          |                                |  |
|----------------------------------------------------|--------------------------------|--|
| DIRECT CANADIAN INVESTMENT IN SOUTH AFRICA 1981-85 |                                |  |
| Year                                               | Canadian Dollars<br>(millions) |  |
| 1981                                               | 239                            |  |
| 1982                                               | 221                            |  |
| 1983                                               | 213                            |  |
| 1984                                               | 145                            |  |
| 1985                                               | 116                            |  |

As the number of Canadian affiliates in South Africa has declined, so has the variety of commercial/industrial activity they represent. At present four are engaged in the mining industry, two in construction and one each in chemicals, road and industrial equipment, employment and diplomacy (Canadian Embassy). All are good at what they do. They are particularly valued in South Africa as purveyors of modern technology. Discussions with the managers of the South African affiliates revealed in all cases the desire for a continuing relationship with their Canadian partners. This wish was invariably reciprocated on the Canadian side. With a single exception, due almost entirely to the recent recession in South Africa, affiliates of Canadian firms are prospering despite difficult times and stiff competition.

#### IV OBSERVANCE OF THE CODE

##### 1. General Working Conditions

Within the limits dictated by the various environments and types of enterprise involved, the affiliates of Canadian companies in South Africa generally provide safe and otherwise acceptable physical working conditions for their employees. While there remains a long way to go in terms of upward mobility for Black and other non-White employees, the working standards and conditions adopted by most companies apply equally to all workers, regardless of race or colour, in the same job categories.

Generally, the companies place no obstacles in the way of trade union membership and, without exception, the larger enterprises are unionized. The smaller ones have accepted the principle of trade unionization of their workforce and are prepared for it if it is sought by their employees. However, the smaller the enterprise the more likely it is to have a system which involves a worker spokesperson, an employee committee or simply a direct approach to management when grievances or complaints are involved. Where grievance procedures are in force these are invariably outlined in writing and publicized within the workplace.

##### 2. Collective Bargaining

As indicated above, the reports of all the Canadian affiliates indicate a readiness to accept trade unions and to bargain with them on wages and working conditions. Trade unions, whether Black, White, Asian, Coloured, or non-racial, are now accepted as part of the labour relations scene in South Africa. Where they do not exist in Canadian affiliates, it is a reflection of the small number of employees involved and not a matter of principle. Employees are free to organize collective bargaining units and trade union officials are free to carry out their union duties on company premises with reasonable time off to do so.

The rapid growth of Black trade unions noted in the Administrator's first report has continued and membership is now close to the one million mark. The constraints of the Industrial Council system remain and mean that trade unions and employers are required to negotiate agreements which apply to their defined area of jurisdiction. The sole remaining legislative constraint to Black upward mobility is in the mining industry where the