

TABLE V			
TOTAL AND NON-WHITE EMPLOYMENT IN AFFILIATES OF CANADIAN FIRMS THAT HAVE DISINVESTED			
1986 Disinvestors	Total Employment	Non-White Employment	
1. Alcan Aluminium Ltd. (3 affiliates)	3,606	2,848	
2. Bata Limited (3 plants)	3,253	3,090	
3. Dominion Textile Inc.	270	129	
4. Jarvis Clark Co. (CIL)	89	28	
5. Menora Resource Inc.*	<u>7,218</u>	<u>6,095</u>	
1987 Disinvestors			
1. AMCA International Ltd. (1986)**	35	18	
2. Champion Road Machinery Ltd. (1986)	53	19	
3. Chempharm Ltd.*** (1986)	200	150	
4. Cobra Metals & Minerals Inc. (2 affiliates) (1986)	521	425	
5. Cominco Ltd. (2 affiliates) (1985)	130	111	
6. DeLCan Ltd. (1985)	110	10	
7. Falconbridge Ltd. (2 affiliates) (1985)	4,757	4,426	
8. Ford Motor Co. of Canada Ltd. (2 plants) (1985)	7,635	5,298	
9. International Thomson Org. Ltd. (1986)	123	31	
10. Joseph E. Seagram & Sons Ltd. (1986)	5	1	
11. Moore Corporation (2 affiliates) (1985)	529	270	
	<u>14,098</u>	<u>10,759</u>	
Total 1986 & 1987	21,316	16,854	
* Menora Resources Inc.'s affiliate suspended operations in 1986 but resumed them on a smaller scale in 1988. Hence no figures are included.			
** The years in parenthesis are the ones for which the employment figures were available.			
*** In the absence of a formal report Chempharm's figures are an estimate.			

TABLE VI		
TOTAL AND NON-WHITE EMPLOYMENT AT CANADIAN AFFILIATES AT 31 MARCH 1988		
Canadian Company	Total	Non-White
Bauer & Crosby Inc.	2	0
Bayer Foreign Investments Ltd. (6 affiliates)	1,789	946
Canadian Govt. (Embassy)	36	13
JKS Boyles International Inc.	10	3
Menora Resources Inc.	9	6
National Business Systems Inc.	150	15
QIT Fer et Titane Inc.	1,763	1,241
Sternson Ltd.	47	34*
Varity Corp. (Massey-Ferguson)	1,363	825
Unican Security Systems Ltd.	3	1
	<u>5,172</u>	<u>3,084</u>
* Sternson figures are for 1986 as Sternson Ltd. did not report this year. 1987/88 figures would be slightly lower.		

Looked at another way, the total employment in Canadian affiliates in South Africa represented at its 1985 high point approximately 3/10 of 1 percent of the total South African labour force in 1985. Today the ratio is approximately 1/20 of 1 percent, an insignificant figure by whatever yardstick. For comparative purposes, the American equivalent is about 5/10 of 1 percent and this, too, is decreasing. What is being lost to the non-White worker is the substantial sums Canadian and, even more so, American companies and their South African affiliates have spent in the past on education and the broad range of social responsibility programs designed specifically for their benefit.

The record of Canadian companies with respect to reporting under the Code of Conduct is set out in Table VII. Given the minority shareholder position of many of them, their remoteness from the scene of operations in South Africa and the voluntary nature of the Code, it has not always been easy to obtain the information required to complete the Standard Reporting Questionnaire. Another inhibiting factor has been the South African legal requirement to clear with the Ministry of Trade and Industry all commercial information which is transmitted abroad. Despite these obstacles, the Canadian companies generally have cooperated readily in providing the information requested under the Code of Conduct. The exceptions include those that disinvested in 1987 which, having severed their direct connections, either felt no further obligation to report or found it difficult to gain the cooperation of their erstwhile partners in providing the requisite information. This was the position of all the 1987 disinvestors listed in Table I with the exception of the Ford Motor Company of Canada which, despite its protracted withdrawal negotiations found it possible to report.