Victoria, 21 July 1994

The Honourable André Ouellet, P.C., M.P.
Department of Foreign Affairs and International Trade
Lester B. Pearson Building
Ottawa, Ontario K1A 0G2

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CONSULTER SUR PLA

Dear Minister:

I have the honour to submit herewith the Seventh and final *Report on the Administration and Observance of the Code of Conduct Concerning Employment Practices of Canadian Companies Operating in South Africa.* It covers the period from July 1, 1991, to the cessation of Canadian and Commonwealth sanctions on September 24, 1993.

As required by my Terms of Reference, I have updated the list of Canadian companies to which the Code of Conduct applies; drawn their attention to the Code and its standard reporting questionnaire; collated those reports which have been submitted; and consulted these companies and, where appropriate, their South African affiliates, relevant governmental representatives and individuals. My report, based upon these consultations and company documentation, is presented for your consideration. One or two policy issues emerge from this study, the most immediate being that of the extension of the Public Service wage "freeze" to local employees of the Canadian Embassy in Pretoria. Interested parties who wish copies of the individual submissions are invited to apply directly to the enterprises concerned.

The number of Canadian companies still involved in South Africa and included in this report is six including the Canadian Embassy. There have been ownership transfers and disinvestment in the case of two enterprises and a further two have been active during the period. The equity holdings of one of the Canadian companies has declined further in the past two years and the numbers of non-White employees of companies to which the Canadian Code applies has dwindled. Further, two companies, one of them a new entrant, chose not to submit a report under the Code.