

TABLE VI		
TOTAL AND NON-WHITE EMPLOYMENT AT CANADIAN AFFILIATES ON 31 MARCH 1990		
Canadian Company	Total	Non-White
Bayer Foreign Investments Ltd. (5 affiliates)	1,895	1,070
Bocknek Ltd.	6	2
Govt. of Canada	36	12
Menora Resources Inc.	16	4
Sternson Ltd.	56	43
Unican Security Systems Ltd.	4	2
Varity Corporation	375	214
	<u>2,388</u>	<u>1,347</u>

Canadian companies and their South African partners cooperated readily in providing complete information on their South African operations, both by way of direct contact and by completion of the standard reporting questionnaire. See Table VII.

TABLE VII			
STATUS OF CANADIAN COMPANIES OPERATING IN S.A. IN 1989 WITH RESPECT TO:			
(A) NO. OF AFFILIATES (B) REPORT SUBMISSION (C) DISINVESTMENT			
Canadian Company	(A) No. of Affiliates	(B) Reported	(C) Disinvested
Bayer Foreign Investments Ltd.	5*	Yes	
Bocknek Ltd	1	Yes	
Govt. of Canada - Dept. of Ext. Affairs	1	Yes	
Menora Resources Inc.	1	Yes**	
QIT-Fer et Titane Inc	1	Yes	June 1989***
Sternson Ltd	1	Yes	
Unican Security Systems Ltd	1	Yes	
Varity Corporation	1	Yes	

* Bayer provided a copy of its report to the West German Code authorities. One of Bayer's S.A. affiliates was absorbed by another, reducing the total to 5.

** Report expected but not received at time of printing.

*** See Table I footnote.

IV OBSERVANCE OF THE CODE

The few remaining Canadian companies and their South African partners generally comply with the basic requirements of the Code of Conduct. The larger firms, by virtue of their size and substantial resources, are able and do devote substantial resources to programs and practices which meet the Code's objectives. The smaller firms, without comparable resources, are, nonetheless, working within their means to ensure fair practices and advances in the desired directions. Given the far from buoyant state of the South African economy and the combination of factors contributing to this - a shrinking world economy, international sanctions, shortage of investment capital, high inflation and stiff competition - commercial and industrial enterprises have little leeway for rapid progress. Within these constraints, however, improvements are coming but at a rate that is slower than either desired or desirable.

1. General Working Conditions

Currently, all South African affiliates of Canadian companies provide safe and otherwise acceptable working conditions for their employees. All are aware of the need for improvement with respect, especially, to non-White personnel. Times are changing and progress is being made but much remains to be done. Canadian affiliates compare favourably with their peers.

2. Collective Bargaining

Encouraging progress was achieved in March 1990 when the major trade unions met with the Minister of Manpower. The Minister committed himself to seeking amendment of the Labour Relations Act during the current session of Parliament, along lines agreed earlier between the unions and the employers' federation. The unions and the Minister further committed themselves to reaching the broadest possible consensus and consultation on future labour legislation. As the last amendment to the Labour Relations Act was strongly opposed by the trade unions, this new effort at consensus and cooperation augurs well for labour relations in the future. The unbanning of political organizations and individuals in February this year further removed some of the constraints on union activity.

Trade unionism and collective bargaining are accepted features of the South African scene and undoubtedly will be an area of extreme activity in consonance with the other reforms promised and in the making.

With respect to Canadian affiliates, the larger ones are unionized and generally meet Code of Conduct requirements. The smaller firms mostly have an open-door policy with direct access to management when