

efforts to assist the growth of Black businesses and/or to contract for supplies and services from such firms. Only the smallest, with little scope for such procedures, failed to report any activity in this area.

The actions undertaken ranged from support for the Canadian Exporters Association project for Black entrepreneurs, the Small Business Development Corporation and Get Ahead Foundation and others through programs to assist non-White suppliers to upgrade their quality standards and business practices to meet company purchase requirements. Several sponsor business consultants and one underwrites a small business advisory centre which, although available to all races, is primarily of value to non-White entrepreneurs. Counselling non-White business men and women in a variety of ways (legal requirements, accounting, technology, business systems etc.) has produced solid performance results.

9. Social Justice

Canadian companies and their affiliates are urged by the Code of Conduct to use their influence by positive, constructive and legal means to promote the cause of social justice and the peaceful achievement of social and political reforms. Half of the Canadian affiliates reported specific efforts to promote social justice while, for the most part, the remainder indicated support in principle and through backing institutions devoted to the aim of social justice.

As would be expected, the major affiliates have been able to devote substantial efforts and resources to the promotion of social justice. Most provide financial help to such agencies as the Get Ahead Foundation, the Small Business Development Corporation, the South African Institute of Race Relations, Protec and the Canadian Association for Black Business in South Africa which is an initiative of the Canadian Exporters' Association with CIDA financial support. Several companies have made representations to the South African Government and local government authorities against apartheid in general and many of its specific manifestations such as the Group Areas Act, segregation in educational and health institutions, the arbitrary arrest and detention of workers, media censorship, the banning of political organizations and individuals, the restrictions on South African citizenship, the Population Registration Act and so on. Some have put money behind their written and verbal protests by financially supporting newspapers that promote the free expression of views and opposition to apartheid, by contributing to such organizations as the Institute for a Democratic Alternative for South Africa (IDASA), the South African Institute of Race Relations and the American Chamber of Commerce in South Africa. All affiliates, large and small, support and promote social justice both in principle and in their own company practices.

V COMPANY PERFORMANCE

For the second year, this report includes an assessment of the performance of Canadian companies and their affiliates in relation to the Code of Conduct's standards on employment practices. While the time and resources available to investigate and reach conclusions have been limited, a sincere effort has been made to fulfill the requirement of the Administrator's terms of reference "to act in an impartial and objective manner consistent with the purposes and intent of the Code." This would not have been possible without the ready cooperation of most of the enterprises involved. With few exceptions, the Canadian companies have put forward their best efforts to obtain from their affiliates the information necessary to make a fair judgement regarding the affiliates' performance. This has not been easy in some cases, given their distance from South Africa and the fact that only half of them have a majority or controlling interest in their affiliates. To the credit of both the Canadian and South African firms, full cooperation has been extended by nearly all of the relevant enterprises.

The rating scale established a year ago remains unchanged. Eight of the Code's nine employment practices categories: General Working Conditions, Collective Bargaining, Migrant Labour, Training and Promotion, Fringe Benefits, Race Relations, Encouragement of Black Businesses and Social Responsibility have been accorded a maximum of ten points, with the companies being rated on a scale of one to ten. 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 single indicator of the employer's relationship with his employee. On this basis the companies were placed in one of the following four categories:

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