

opportunities. Their training programs range from bursaries and scholarships to universities and technical schools, through their own apprentice training centres to a range of specific in-house training programs.

The smaller companies have less scope for either training or promotion. Most rely on in-house, on-the-job training designed to upgrade employees with limited skills. The primary objective in such cases is the improvement of product quality and productivity rather than promotion. Where training schemes are in place they are generally integrated and are open to employees of all races. There remains, however, much to be done for non-White workers whose educational background tends to confine them to unskilled jobs. While the larger companies have programs to upgrade non-White personnel, the scale and variety of such programs needs to be expanded considerably if the continuing scarcity of non-White personnel in management, administrative and technical positions is to be corrected.

6. Fringe Benefits

As part of their social responsibilities, companies are encouraged by the Code of Conduct to concern themselves with the living conditions of their non-White employees and their families. In the process, they are expected to provide benefits beyond those required by South African legislation, notably with respect to social protection schemes (health, accident, unemployment insurance, pensions), education for family members, housing, transportation, legal and recreational needs.

As with other elements of Code observance, the major companies have much more scope for provision of fringe benefits, given their size and substantial resource base. Nevertheless, all reporting companies are providing basic benefits, the extent generally varying according to their size and means.

Social Benefits: All affiliates but one provide basic medical, accident, unemployment and pension schemes in one form or another. Most programs are contributory but in some cases non-Whites are fully subsidized. With respect to the exception noted above, the company concerned provides accident insurance for all races, a medical insurance option for White employees and pays the medical costs of Black employees. The larger firms supplement their benefit schemes with their own clinics and medical personnel.

Vacations: Without exception, there is no racial discrimination with respect to annual vacations.

Housing: Seven of the 10 reporting companies' affiliates provide housing assistance in one form or another: company housing, subsidized rent, home improvement or acquisition loans and help in finding accommodation. One or two companies have moved non-White employees into areas normally restricted to White residents. In general, where help has not been provided it has not been required by virtue of their

location in areas where affordable housing is available within commuting distance.

Discussion with trade union representatives revealed dissatisfaction with some company policies. In one case, the company has been slow to add to non-White housing since an initial construction program. In another, the housing offered employees was regarded as too expensive for the intended beneficiaries. And there is general dissatisfaction over the Group Areas Act which continues to define where the different races must reside. Unsurprisingly, the non-Whites object both to the principle involved and to the distances they are required to travel between their homes and workplaces since many non-White townships tend to be inconveniently located. While some companies have moved non-Whites into officially designated White areas and some have lobbied against the Group Areas Act, more needs to be done to right the inherent injustice of the existing inequitable system.

Transportation: For seven companies there is no need for transport assistance by virtue of convenient public transportation. Where this is not the case, transport assistance is provided. In all cases, where overtime is required, the company assumes the cost involved.

Education, Recreation and Health: In general, the larger companies provide educational, recreational and health assistance to their employees and their families. A variety of programs exist, including the construction and/or adoption of schools, the provision of equipment (computers, projectors, teaching aids etc.), school transport, bursaries and scholarships to schools, colleges and universities. In one case school clinics have been provided; in others, special health care programs and fresh water supplies where these do not exist. Several companies have provided legal assistance when their employees have needed it.

Community development: Again, the larger firms are most able and willing to support community programs. This has been carried out in a variety of ways which have included support for youth activities (e.g. choirs, conservation, recreation, educational tours) creches, a community centre, school water supplies, community clinics, community housing research and development, sanitation, homecraft, sports, counselling etc. Smaller companies tend to support organizations which are dedicated to non-White community betterment.

7. Race Relations

Race relations are not a contentious issue in the remaining Canadian affiliates. All workplaces and social and recreational facilities are desegregated.

8. Encouragement of Black Businesses

All Canadian affiliates are prepared to do business with enterprises of whatever racial background. Seven reported specific