

Social Benefits. The large enterprises provide basic medical, accident, unemployment (state scheme), and pension schemes in a variety of forms. Some are contributory; others operate on an *ad hoc* basis, assisting when need arises but lacking the formal schemes of the larger companies.

Vacations. All affiliates provide vacation leave on a non-discriminatory basis.

Housing. Six of the larger affiliates and the Canadian Embassy offer assistance in one form or another, such as subsidized housing or loans for home improvement or acquisition. Generally, where assistance has not been provided, it is because affordable housing is available within commuting distance of the work place. There is reportedly, however, a structural problem in financing housing, particularly in township areas with legal issues and tenure complicating the capacity to help employees with mortgages.

Transportation. All affiliates recognize the difficulties for staff in the existing transportation and housing mosaic, and attempt to alleviate commuting difficulties where they impinge on attendance at work. Some affiliates indicate they take the extra costs involved into account in wages, others pay subsidies to the local authority transportation fund, and others help with vehicle and repair costs. All, who have employees working overtime or outside normal work periods, provide transport to or from home where needed.

Education, Recreation, and Health. The larger companies provide a range of educational, recreational, and health assistance to their employees and their families. Classrooms and, in some cases schools themselves, have been adopted, or subsidized, in respect to equipment, clean water, teaching aids, and other facilities. Additionally, there have been company-financed or company-assisted teacher upgrading programs as well as bursaries and scholarships. One affiliate, in conjunction with neighbouring firms in its business park, arranges and pays for employees who wish to pursue secondary school subjects -- partly during working hours. Other projects supported by these affiliates include youth and women's activities, housing, sanitation, water supplies, improved medical facilities, and and business counselling. Most firms, in principle, consider legal aid as a responsibility, and one firm arranges and subsidizes it or, in some cases, allows repayment in instalments.

7. Race Relations

Desegregation in the work place, including related amenities and recreational facilities, is a non-issue with Canadian affiliates. This has been the case for a number of years.

8. Encouragement of Black Businesses

Without exception, Canadian affiliates have indicated readiness to conduct business with enterprises of any racial background; however, the practice has been slow and, in one reported case, unrewarding in implementation. CABBSA, the Canadian Association for Black Business in South Africa (a Canadian Exporters Association initiative with CIDA funding) and other Black entrepreneurship programs have support from one or two subsidiaries. The initiatives these large and small affiliates have been able to take are greatly overshadowed by those of the Embassy which has promoted a well-funded program in this area, including a small Business Advice Center with a varied extension program.

Nevertheless, affiliates indicated the intention to persevere in the encouragement of Black businesses and one of the smaller ones reported that it is in the process of developing a joint undertaking with Black entrepreneurs.

9. Social Justice

Canadian companies and their South African affiliates are urged in the Code of Conduct to use their influence by positive, constructive, and legal means to promote the cause of social and political reforms.

It is not possible to establish from their EC reports whether the six Canadian affiliates, reporting to other than the Canadian Government, are pro-active in this area, but interview information suggests some of them are. Canada is committed to the achievement of common Canadian values in post-apartheid South Africa and, with this mandate, the Embassy's progress in this area continues to be exemplary.

It is of interest to note that the two smaller affiliates reporting under the Canadian Code make the point that any moderate progress they could make in this area is demonstrably overshadowed by recent events and the progress the Government of President deKlerk has made and is making.