

Social Benefits. Most enterprises provide basic medical, accident, unemployment (state scheme), and pension schemes in a variety of forms. Some are contributory; others, particularly the smaller ones, 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. All four (4) respondents, including the Canadian Embassy offer assistance in one form or another, such as subsidized housing or loans for home improvement or acquisition.¹¹ 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. One affiliate indicated they take the extra costs involved into account in wage determination, and others pay subsidies to the local authority transportation fund, and another helps 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 one large firm, reporting under the E.C., and the Canadian Embassy, have programs which support in particular educational and training objectives. The Canadian Embassy arranges both computer courses and french language training for its local staff and provides, a subsidy of R2,342 per year per child for schooling. Additionally the Embassy funds \$800 000 to \$3.5 Million in local aid initiatives, including education.

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.

¹¹The Canadian Embassy facility was "frozen" in 1991/92 but is again operational.

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 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, such as the "Get Ahead Fund", 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 Centre with a varied extension program.

Nevertheless, affiliates indicated the intention to persevere in the encouragement of the Black businesses.

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. With the events of 1992-93 leading up to the April 1994 election, this is no longer an issue.