non-White employees substantially exceeds SLL and the suggested guidline of 50% above MLL. The highest paid range from 33% to over 600% above MLL while the averages range between 39% and 109% above MLL/HSL. Table IX indicates the degree to which Canadian affiliates met the Code of Conduct guidlines in 1986.

TABLE IX

WAGE OF LOWEST PAID EMPLOYEE RELATED TO MINIMUM LIVING LEVEL (MLL)

% By Which Wage Exceeds MLL or HSL	Number of Reporting Affiliates
0 or less	1
1 - 9	1
10 - 19	2
20 - 29	1
30 - 39	0
40 - 49	1
50 and over	6
	12

5. Training and Promotion

Only two of the affiliates reported no provisions for employee training and one of these, as a small engineering consultant firm, had no scope for such programs given that it had only one Black employee (the remainder being trained professionals) who was filling a clerical job and was already clerically trained. The other firm had no training program and did not believe it was needed for its type of operation (construction).

As a general rule the larger affiliates with highly mechanized operations tend to be the best organized for training and to offer the best opportunities for promotion. One such company operates a training centre for its own apprentices and for those of other companies which do not have in-house training facilities. Exceptionally, this centre caters to female as well as male apprentices. Another company with extensive training facilities had to cut back in 1986 for economic reasons and because retrenchment had left it with an abundance of skilled employees. A third has an extensive training program for all races in a variety of trades and occupations. This includes training for secretaries, an area not covered by other companies. A number of the larger firms have bursaries or scholarships for training in universities, both at home and abroad. One medium-sized company provides a Canadian trainer annually for special employee training programs which are open to all races. Needless to say, the larger firms have much greater scope for promotion and their training programs are generally directed toward that end.

The smaller companies tend to rely on in-house, on-the-job training designed to upgrade those with limited skills. Besides aiming at the production of technicians they seek to improve productivity and quality control. A number of firms provide training bursaries, seminars or industry-specific courses. With only a few employees, however, the scope for training with a view to advancement within the company is limited. Hence, the smaller firms tend to spend less money and time on training.

While the training programs offered by nearly all the Canadian affiliates are open to all races, there is clearly a greater need for non-White training, given that the less skilled jobs tend to be occupied by Black employees and, to a lesser extent, by other non-Whites. Nevertheless, where training schemes exist, both the larger and smaller companies operate integrated programs for all races. At the more senior executive levels the number of Black employees remains small. The major corporations are addressing this problem by a combination of in-house training and promotion and by sending candidates to higher education institutions both in South Africa and abroad. In only one company was it suggested that there was no scope for further advancement by Black employees.

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 Black employees and their families. When doing so, 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.

Social Benefits: With a single exception, the affiliates of Canadian companies, in a variety of forms, have medical, accident, unemployment and pension schemes for all their employees, regardless of race. Some provide additional disability benefits. Most of these programs are contributory and some subsidize the costs for Black employees. With respect to the only exception, 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 provide additional health benefits in the form of company clinics, including, in one case, a mobile clinic for the families of employees and, in another, free medical consultation on a weekly basis.

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

Housing: Seven of the twelve affiliates reported assistance for housing in one form or another. This ranged from help in finding accommodation within commuting distance, through loans for home improvement, ownership and land acquisition, to subsidized company housing. One company lobbied the government in a successful effort to gain permission for the construction of additional employee housing in a closed township (i.e. where new buildings were prohibited). One company (a non-reporting firm) informed that it had exceeded the legal limit of 3% for Black employee subsidized housing on its company property. Those companies that have no housing assistance schemes are small and generally located in areas where housing is readily available within easy commuting distance.