

## 5. Training and Promotion

- a) The principle of equal pay for equal work would not mean much if Black employees were kept in inferior jobs. Implementing the principle of equality of opportunity must also be given a high priority. Employers should, therefore, draw up an appropriate range of training schemes of a suitable standard to provide training for their Black employees.
- b) Companies should ensure that supervisory and management jobs and those requiring high technical qualifications are open to their Black employees.

The aim should be, as a preliminary objective only, towards the ultimate goal of a fair and balanced racial composition of the work force: to fill 50 per cent of all supervisory and management positions with employees other than those designated as White persons within a period of time which companies should clearly specify in their employment plans and development programs.

- c) Companies should, if possible, organize occupational training programs for their Black employees and help them to take advantage of other educational and occupational training programs outside their places of work. Where required, companies should set up or use educational facilities to enable their Black employees to benefit from more specialized training and, generally, should support them and the members of their families in their right of access to equal, integrated, and universal educational facilities and opportunities.
- d) In general, whether it is a matter of an imbalance in the racial composition of a company's work force and staff or of such an imbalance at any of the different levels of management and work force, companies should, in their forward planning, treat the need to correct this situation as a matter of some urgency.

## 6. Fringe Benefits

- a) In view of their social responsibilities, companies should concern themselves with the living conditions of their Black employees and their families.
- b) For this purpose, company funds could be set aside to provide benefits over and above those currently provided according to South African legislation:
  - providing complete social protection schemes for employees and their families (health, accident and unemployment insurance, and old-age pensions);

- ensuring that their employees and their families have the benefit of adequate medical care;
  - assisting in the education of members of their families;
  - helping them to buy their own housing or to obtain accommodation which enables all workers to live with their families near their work place;
  - providing transport from home to work and back with particular attention to alleviating the difficulties facing those employees who are obliged to commute some distance to the work place;
  - providing their employees with assistance in problems they encounter with the authorities over their movement from one place to another, their choice of residence, and other employment;
  - providing leisure facilities.
- c) Companies should support community projects which aim at improving the quality of life of the Black communities from which they draw their staff.

## 7. Race Relations and Desegregation

- a) Where this has not already been completely achieved, employers should do everything possible to abolish any practice of segregation, notably at the work place, in canteens, in education and training, and in sports activities. They should also ensure equal working conditions for all their staff.
- b) Along with the advancement of their Black employees, companies should directly support inter-staff contacts, and help employees from different racial groups to get to know each other better and integrate more fully.
- c) Companies should encourage sporting activities in which employees from different racial groups take part in mixed teams in mixed competitions.