	WAGES			5.3	Minimum Pay for Black Emplo		
work" by for the time?	e company implement y paying black emplo same work and for t YES please explain:	vees the same way	"equal pay for equal ge as other employees f i		Number of black employees earning minimum	where	Month level House subsi level for f
	•		·	د .	wage		5 or
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	· · · · · · · · · · · · · · · · · · ·				•	1	
				1987	N/A	N/A	N/A
Percent	age average pay incr	ease		198	N/A	N/A	N/A
	Black What is the	Non-White Employees	White Employees				
	Employees Difference	FUDIOVEES			Minim		a ho .
198 7	18%	-	10% 12%			um pay is t wages recei	
198 g	16%	-	•		amounts wi	thheld for enefit plar	employ
			ferent from increases	1			
differe	erence	please indicate	and explain the		is to be p	wages of ar prorated to this secti	n emplo the eq
for dai differe <u>No Diff</u>	ent treatment:	please indicate	and explain the		s alary or is to be p purpose of Compa	wages of ar prorated to this sectionies with	the equipies re
differe	ent treatment:	please indicate	and explain the		salary or is to be p purpose of Compa the workpl	wages of ar prorated to this sectinies with ace in comp	h emplo the eq on. jobs re pany-pr
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liffere <u>No Diff</u>	ent treatment:	please indicate	and explain the		salary or is to be p purpose of Compa the workpl operating calculatio covering t meals. Th	wages of ar rorated to this section nies with ace in comp in rural ar ns based or he cost to e actual ar	the equation of the equation o
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- 9 -

Black Employees

Monthly living	City or town
level (MLL) or	selected by
Household	University of
subsistance	South Africa
level (HSL)	(UNISA) or
for family of	University
5 or 6	of Port
	Elizabeth
	(UPE) to set
	MLL or HSL
	and date

Percentage: by which minimum wage exceeds this MLL or HSL

3

4

5

6

This figure (ennot be cori 60% if figures o N/A Kempton Park N/A page Il are r.

y is to be understood as the monthly cash pay in received by the lowest-paid employees. Include for employee contributions for health, pension, plans plus scheduled bonuses prorated but not pany-contributed benefits or overtime. The of an employee engaged on a part-time basis only ed to the equivalent full-time salary for the

with jobs requiring employees to live at or near company-provided housing and companies al areas may make special minimum pay ed on the inclusion of a special allowance st to the company of such items as housing and al amount of pay in cash received by the be clearly specified. Such calculations and form to the standards and estimates obtainable ity of South Africa or the University of Port hould assure the lowest paid employees of a supplemental living level or better. A is special arrangement should submit a tement explaining the circumstances and how its