

TABLE IX		
AVERAGE PERCENTAGE PAY INCREASES IN 1988		
<u>Black Employees</u>	<u>Coloured/Asian Employees</u>	<u>White Employees</u>
16%	16.6%	15.8%

With two exceptions, all the Canadian affiliates in 1988 provided somewhat higher percentage wage increases to non-Whites than to Whites, as Table IX indicates. In absolute terms, however, there remains a long way to go before the two scales come anywhere near each other since non-Whites generally continue to occupy most of the non-technical or non-managerial jobs.

Where trade unions exist, wages are generally negotiated annually; otherwise, non-unionized affiliates provide annual or semi-annual pay increases. These customarily reflect the cost of living and, where relevant, increases in productivity. Staffing of and remuneration for a position are increasingly based upon qualifications rather than race.

5. Training and Promotion

The extent of training and promotional opportunities in Canadian affiliates generally reflects the size of company and, to a degree, the type of operation. Thus, the larger the company the more extensive the training program offered and the broader the prospects for in-house upward movement. Such firms offer a range of training courses, both internal and external, as well as bursaries and scholarships to technical schools and universities. The philosophy behind such training is both practical and ideological. In other words, it results in a more efficient workforce and, at the same time, fulfills the requirement of equality of opportunity aimed, ultimately, at a racially balanced workforce. While none of the companies, large or small, has achieved the initial guideline of filling fifty percent of all supervisory and management positions with non-White persons, there is a perceptible movement in that direction although, to date, the progress has been slow. While training opportunities are available to all races, the emphasis in most firms is on non-White personnel because, generally, they have more ground to cover before advancement is attainable.

The smaller companies are limited in terms of resources for training and opportunities for promotion. Nevertheless, they have offered in-house training and, on occasion, support for external study. Where training has been offered it has been on a non-racial basis.

While progress has been made toward the goal of an integrated, mixed-race workforce, the emphasis has been and must continue to be on up-grading non-White personnel. This is because the educational system still does not cater to the non-White community on a basis of equality with the Whites and because tradition and culture continue to exert a strong bias in favour of the Whites. Much more needs to be done to change the complexion of enterprises which remains predominantly White where management, administrative and technical positions are concerned. In all fairness, companies, whether large or small, cannot be expected to shoulder the entire responsibility for effecting the desired change. There is a limit to the resources available for social responsibility programs if enterprises wish to remain in business. Reform of the political and educational systems are needed to provide the foundation on which companies, both foreign and South African, can build in striving for an equitable, integrated employment environment.

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 non-White employees and their families. In the process, 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.

As with other elements of Code observance, the major companies have much more scope for provision of fringe benefits, given their size and substantial resource base. Nevertheless, all reporting companies are providing basic benefits, the extent generally varying according to their size and means.

Social Benefits: Canadian affiliates generally provide basic medical, accident, unemployment and pension schemes in a variety of forms. Most are contributory but some are fully or partially subsidized. The larger firms supplement their benefit schemes with their own clinics and medical personnel.

Vacations: All affiliates provide vacations on a non-discriminatory basis.

Housing: Six of the nine reporting affiliates provide housing assistance of one type or another. This takes the form of company housing, subsidized rent, home improvement and/or acquisition loans and help in finding accommodation. Where assistance has not been provided it is because affordable housing is available within commuting distance of the workplace.

Transportation: Five of the affiliates provide some form of assistance. Generally speaking, help is not required because personnel live nearby or can use convenient public transport.