

organization and implementation of programmes of training and promotion for their Black employees and to contending, where they still apply, with transitional restraints on efforts to upgrade their skills and occupation levels.

Most companies indicated that they relied on "on-the-job" training supplemented by courses, special training arrangements, techniques and seminars organized and carried out within the workplace. The in-house courses and training arrangements aim particularly at raising the qualification levels of unskilled and semi-skilled workers and, where technology is an important consideration, at the training of local engineers and technicians. At the same time other objectives include the development of expertise in productivity and quality control and improving the skills of administrative and clerical employees.

One company producing and servicing specialized machinery and equipment relating to road construction has set up floor training teams of three members, one of whom is skilled, to upgrade the skills of the currently unskilled Black workers. Training is conducted in the workers' own language. A Canadian trainer is regularly sent to South Africa to run special programmes in which employees, without regard to racial background, participate. Another company involved in the transfer of technology places the emphasis in its training programmes on the rapid transfer of skills on an equal opportunity basis and in addition, going outside the workplace, it has over the past twenty years channelled a proportion of the profits generated in South Africa into the education of local engineers and technicians who would otherwise not have the opportunity of professional development in the relevant industrial specialization.

Generally, as reflected in the few details set out on such possibilities in their reports, companies have not relied very much on external training and educational facilities. Seven companies, additional to the company mentioned above with respect to the transfer of technology, offer student grants or loans to Black employees (and in one case members of their families are included) for courses related to employment skills or to encourage their self-development. Two of these companies offer their employees an extensive range of courses related to all levels of the companies' organization and activities with the exception of sales and managerial positions.

Another in the foregoing group of companies

offers training and educational opportunities for all levels of positions without exception and in addition to specially designed in-house training courses makes use of outside consultants, external educational institutions, company-owned and operated training schools, correspondence courses, as well as regional and international courses conducted through its worldwide company organization. This company reported that during 1985 a total of 464 non-White employees were enrolled in one or more courses. It estimates the cost of such arrangements at a total of 276,692 rand for this annual period.

Most companies did not provide in their reports estimates of the monetary costs of their training programmes. They pointed to the difficulty of determining these costs within the short lead time allowed for the submission of annual reports under the revised reporting arrangements. From the limited information received it has not been possible to obtain any clear impression of the relative distribution of training costs among the different groups of employees or of how rapid progress in upgrading the skills of Black employees has been or can be in the near future.

To some extent, as in some other sections of the new reporting format, the formulation of some questions of this section has posed some difficulties for companies. Amendments to the format taking into account particularly criteria such as clarity, precision and relevance should provide a helpful sharpening of focus on questions which in future rounds of reporting can most readily invite the pertinent information in response and allow informed judgement on progress to be made.

6. Race Relations

The Code of Conduct calls upon companies to integrate, to the fullest extent possible, their working, dining, recreational, educational and training, and other related facilities of the workplace. In their responses all except three companies reported that complete desegregation prevailed at the workplaces of their subsidiaries and also, where they existed, at the social and recreational facilities provided in or outside the workplace.

Of the exceptions two are the subsidiaries of mining companies. Their reports explained that the remote locations of mining operations and the relevant accommodation arrangements for Black employees in hostels