

reporting year in which there have been no companies in the two lowest categories.

With respect to the average wage of all non-White personnel, the picture is better, with all companies exceeding SLL and the suggested level of at least 50% above MLL. The wages of the highest paid non-Whites range between 50% and 966% above MLL, while the average wages for all non-Whites range between 50 and 410% above MLL. Progress has been made in some cases in promoting non-White personnel but it has been slow and irregular, although all companies support and implement the principle of equal pay for equal work.

With one or two exceptions, wage increases for all employees increased at the rate of inflation (15.4%) or better. In most cases an effort was made to close the gap between White and non-White wages by giving somewhat larger annual increases to non-White employees. Table IX illustrates this point.

TABLE IX		
AVERAGE PERCENTAGE PAY INCREASES IN 1989		
Black Employees	Coloured/Asian Employees	White Employees
16.5%	17%	12%

Where trade unions exist, wages are generally negotiated annually. Non unionized affiliates provide annual or semi-annual pay increases. These customarily reflect the cost of living and, where relevant, increases in productivity. Qualifications rather than race are increasingly used as a basis for staffing of and remuneration for positions.

While progress has been made in improving the pay and promotion prospects of non-White personnel, it remains a fact that few of them attain the upper levels of management or high technology positions. For this reason, the remuneration gap between Whites and non-Whites generally remains a wide one.

5. Training and Promotion

The Code of Conduct suggests as a preliminary objective en route to a fair and balanced racial composition of the workforce, the filling of fifty percent of all supervisory and management positions with non-White employees, within a specified period of time. While perceptible progress has been made toward this goal, it has been minimal to date. This is only partially due to racial factors per se but also to the

history of bias in the educational system which places non-Whites at a disadvantage. This has been recognized by the present Government of South Africa and a start has been made through the latest budget toward correcting this situation but there is a long way to go.

As for Canadian affiliates, last year's report outlined the existing situation and this is as valid today as it was then: The extent of training and promotional opportunities 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 since it results in a more efficient work force and, at the same time fulfills the requirement of equality of opportunity aimed, ultimately, at the achievement of a racially balanced workforce. The smaller companies are limited in terms of resources for training and opportunities for promotion. Nevertheless, they have continued to offer in-house training and, on occasion, support for external study. Such training is offered on a non-racial basis.

6. Fringe Benefits

Companies are encouraged by the Code of Conduct to concern themselves with the living conditions of their non-White employees and their families. To this end, they are expected to provide benefits beyond those required by South African legislation, notably with respect to social protection schemes (e.g. health, accident, pensions, unemployment insurance), education for family members, housing, transportation, legal and recreational needs.

The major companies, given their substantial resources, have more scope to, and do, provide more fringe benefits than the smaller ones. Nevertheless, all, both large and small provide basic benefits but here, again, there is room for improvement.

Social Benefits: The large enterprises provide basic medical, accident, unemployment (state scheme) and pension schemes in a variety of forms. Some are contributory, others fully or partially subsidized. The smaller firms generally operate on an ad hoc basis, assisting when need arises but lacking the formal schemes of the larger companies.

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

Housing: Again, the five larger companies offer assistance in one form or another such as subsidized housing or loans for home improvement or acquisition. Generally, where assistance has not been provided it is because affordable housing is available within commuting distance of the workplace. There remains, however, room for improvement.