

other subsidiary, where there are no workers in the migrant category and consequently Black workers can more easily qualify under the law for permanent housing, the company offers its Black employees 100% loans for the purchase of housing.

Another company, which reported that it seeks to supply accommodation for all of its employees and offers them the choice of paying at a low rental or, alternatively, of taking advantage of low interest loans to acquire their homes outright, allocated a further one million rand in 1985 to be used by its Black employees for houses of their own choice. A third company, having assumed some years ago a direct role in Black housing developments for the benefit of nearby Black communities generally as well as its own employees, gave a detailed account of its extensive initiating, organizing and financially supportive role, involving on the company's part the commitment of substantial amounts of money. Apart from these three examples amounts of loans or sums of money the other five companies made available and were actually utilized were modest.

Transportation. Seven companies provide free transportation arrangements of one kind or another including: commuting to and from the workplace; monthly or other periodical leaves to rejoin families; conveying children to boarding schools, and visits to a medical doctor.

Miscellaneous. Four companies provide or support recreational facilities and sports grounds. Two companies provide their employees with subsidized canteens. Four companies offer their employees educational grants and bursaries. (Reference is made in the next section to other educational assistance related to training and development programmes.)

The present text of the Canadian Code of Conduct does not refer directly to possible contributions and assistance companies may make to community projects. Such projects aim to improve the quality of life of the Black communities from which they draw their workforces. Some companies, which does not mean that these are the only companies so involved or participating in community projects, have specially referred in their reports to their donations and actions directed to broader community objectives. The following examples are culled from company reports:

- annual donations towards the construction of classrooms in KwaZulu (one of the

companies so contributing mentioned an amount of 7000 rand);

- annual donations to local schools;
- special contributions in 1985 of 5000 rand for improvements to the local school's sports field and of 1560 rand for the provision of a television set to the local community;
- regular financial and other donations to a wide variety of institutions assisting Black people on matters of health care, housing, legal aid, child welfare, creches, sanitation, water supply and other useful social services and facilities;
- assistance in the establishment of Black enterprises and retailers as sources for materials and components to be used at company manufacturing plants;
- taking an active role in a number of important nation-wide business organizations in urging the South African Government to bring about an end to the practice of apartheid.

5. Training and Promotion

It is obvious from the information set out in other sections of this report that Black employees generally tend to be concentrated at the lower levels of employment grades and, inevitably, a problem of skewed racial composition can, in such circumstances, occur at the higher levels of the workforce and staff up to and including the management level where the balance reaches its least satisfactory state.

This general situation reflects the unequal and inferior educational and training opportunities which have been available to Black persons under the public system. It has also been affected by discriminatory employment legislation, for example, the systems of job reservation and job classification. While the legal props of such systems have now been removed they are, at least in the mining industry, still in the process of being phased out. Thus employers face a special challenge of responsibility with respect to the