to relax their efforts to improve the pay arrangements of their employees.

[3] If information on average monthly remuneration indicates that many Black employees are compensated at rates well above the SLL it also when viewed in an overall context reflects the fact that a large number of them are clustered at the lowest levels of the workforce. This situation points to the importance of training and promotional possibilities, the subject of a following section.

4. Fringe Benefits

The Code of Conduct generally urges companies to provide their Black workers with improved fringe benefits. They are asked to ensure that any benefit available to one group of employees is available to all employees. In practice, however, where improved benefits are specified, as the Code does, on such matters as medical and health facilities, transportation, housing, education for the children of employees and other social services the benefits extended can go beyond what are available to White employees who may not have the same need for them. Where medical coverage is concerned, for example, benefits administered by the companies themselves can reduce the dependence of Black employees and their families on the services and facilities available to them under the Government system.

All companies, with one exception, responded affirmatively to the first question of the standard reporting format under this heading: Do Black employees benefit from medical, dental, life insurance, disability insurance and other plans on an equal basis with other employees? The majority of the companies gave details of arrangements devised in favour of their Black and other non-White employees to meet the special needs and requirements of these employee groups. This indeed seems to be the case with the one exception just noted where the subsidiary concerned, employing migrant labour, outlined a series of benefits which included free medical and dental treatment, free accident coverage and fatal accident and illness insurance at very low percentage rates of contributions from employees' remuneration.

On this first question companies, with subsidiaries of relatively modest size in the large urban

centres, having few Black employees and, conducting what they regard as well integrated personnel establishments, did not specify in detail the benefits covered by this question. The one exception among subsidiaries in this category reported that on behalf of its one Black employee the company paid the cost of a contributory medical aid plan, a contributory pension fund with death and disability benefits, as well as company accident and short term disability coverage, and the charges of the employee's child in a creche.

Generally in the case of medium and larger-scale workforces the companies concerned reported that they provide their Black and other non-White employees with medical and insurance plans which allow the employees some flexibility in obtaining better medical services together with financial arrangements for meeting the costs involved, including payments for medicines and drugs. Information from six reporting units referred to the operation of medical and health clinics at the workplace where among other services employees can obtain medicines and have prescriptions filled. In addition one of the companies maintaining a clinic also provides a para-medical mobile clinic for the families of its employees. One company has an arrangement for a weekly visit of a medical doctor to its workplace for free consultations with its employees. Another company, supplementing the medical and health plans it offers its employees in a remote area, provides free transportation for its employees to the doctor's office.

With one exception all companies indicated that they offered their Black employees the same annual vacation plan as other employees. The one exception reported that vacation entitlement was related to position in the company, without regard however to racial background.

Other benefits offered by companies to their Black employees fall mainly within the areas indicated below.

Housing. Eight companies reported loan or other forms of assistance to enable Black employees to acquire housing or durable goods and automobiles. One of these companies at one of its two subsidiaries provides fully subsidized housing to married employees who, however, by present South African law are restricted in the number of those who may receive this benefit to an upper limit of 3% of the Black workforce. The company has recently publicly declared that it will lobby against this law which bears down most heavily on migrant workers. At its