

6. TRAINING AND PROMOTION

Please describe company programmes for the training and advancement of black employees. Include details of company's use of outside educational facilities and university bursaries for both general and specialized technical and professional development of employees. Indicate numbers of black employees involved in programmes at each level of employment positions, actual progress achieved during the annual period concerned in promotions to all levels and total costs to companies. For similar categories of information compare such programmes with similar programmes the company has made available to other non-white employees and to white employees during the same period.

An ambitious program of training was implemented in 1988/89, notably in the use of computers and word-processing equipment, but also in consular training and first aid. Eight locally-engaged employees were enrolled in intensive training programs of whom four were non-white, others are scheduled for training in the second quarter of 1989.

7. FRINGE BENEFITS

7.1 Do black employees benefit from medical, dental, life insurance, accident insurance, disability insurance and other plans on an equal basis with other employees?

If there are differences, please explain.

Please detail the various plans or arrangements under this subsection made available to black employees, distinguishing between statutory entitlements and company-sponsored ones. With respect to company-sponsored plans and arrangements indicate the cost to black employees relative to the cost to other employees and the cost to the company to cover black employees relative to the cost to cover other employees.

The Embassy has contributory medical plan, voluntary for long-service employees and compulsory for all new employees. Contributions are calculated on the basis of salary and number of dependents. Following consultations with all staff members it was agreed to take advantage of an offer from the Tafelberg Medical Society of a substantial drop in premium costs for non-white employees. Benefits available under the plan are the same for all employees, regardless of race. All LES, regardless of race, qualify for compensation for injury received in the course of their duties through the Canadian Government Employees Compensation Act. The Head of Mission may grant "injury on duty" leave with pay to an employee if the employee is unable to work because of personal injury or industrial illness arising out of his/her employment. All LES are automatically covered by the Locally-Engaged Pension Plan (non-contributory). Minimum period of employment for receiving benefits under the plan is five years. Because the laws of South Africa provide that female employees may retire at age 60, all female employees would be entitled to full benefits under the plan if they elected to retire at 60. As there are global plans administered from Canada, we are unable to calculate the total cost or the cost by racial group of these fringe benefits.

7.2 Annual vacation: Do black employees enjoy the same vacation plan as other employees? YES. If some vacation plans are different, how many vacation days are accorded annually to black employees? _____, and how many vacations days are accorded annually to other employees? _____. The vacation benefits have just been enriched to provide for an additional week of leave after 20 years of service.

7.3 Company programmes, loans and other contributions to assist employees to purchase houses or obtain accommodation enabling them to live with their families near the workplace: A new housing plan has just been announced for all LES. (see attached page 14a)

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