

the Commonwealth should continue to be guided in this respect by the views of representative non-racial sporting organisations.

13. The Committee agreed that it was important that the international community - governments no less than international sports federations - respond collectively and appropriately to developments in South African sport, and in particular to the wishes of the non-racial sports movement whose work to date has been greatly aided by the sports boycott. Taking account of these developments the Committee agreed to present to the Harare Heads of Government Meeting further specific proposals by which the Commonwealth can continue to encourage non-racial sport.

#### Human Resource Development for a Post-Apartheid South Africa

14. The Committee welcomed the Interim Report of the Expert Group and looked forward to the Commonwealth playing as significant a role in the human resource development of a post-apartheid South Africa as it had done in the elimination of apartheid. While the full elaboration of such a programme would have to await the Committee's final report and further political evolution within South Africa, there was an urgent need to take action now if there was to be a smooth transition to the promised non-racial democracy. In this context, and with a view to preparing black South Africans to take senior jobs in government, the Committee endorsed the Expert Group's emphasis on an immediate Commonwealth programme of training and work placements in the following areas:

- central administration including judicial, economic, legal, police and security services;
- local government structures including all essential services;
- technical services including management of educational institutions, transport and communication.

15. While much of the training and work placements would need to be offered outside South Africa, the Committee agreed that, subject to the criteria laid down by the Expert Group, a beginning should also be made to support training and placements within South Africa in the interests of speed and cost-effectiveness. The training and rehabilitation of returning exiles merited particular attention.

16. In endorsing the Expert Group's Report, members of the Committee pledged assistance from their governments in the implementation of its recommendations and were confident that all Commonwealth governments would wish to join in this important endeavour. They requested the Secretary-General to initiate the necessary action to get the programme going as quickly as possible.