

services such as legal assistance and unemployment insurance.

(5) Training and Promotion

-- companies should provide training programs and job opportunities to facilitate the movement of Blacks into semi-skilled and skilled positions and introduce Blacks to supervisory positions on an accelerated basis, rather than recruiting expatriate personnel.

(6) Race Relations

-- companies should, to the fullest extent possible, integrate their working, dining, recreational, educational and training facilities. Companies should seek the advice and assistance of such South African organizations as the Institute of Race Relations and the National Development and Management Foundation which have done extensive studies of the problem of worker productivity and efficiency and which can provide invaluable advice on ways to find solutions which benefit both workers and companies.

The Canadian Government intends to follow developments closely. Canadian companies operating in South Africa should make annual public reports in sufficient detail to permit assessment of their progress in realizing the objectives of the Code of Conduct.