

with their own adjacent facilities made it difficult to achieve complete integration. The third exception, a company in an urban centre, noted that while all other facilities were integrated its washrooms were still segregated in compliance with local law. The company has undertaken to review this arrangement with the aim of desegregating the facility.

All companies, without exception, report that no racial segregation signs exist at their workplaces or offices.

#### IV. CONCLUDING OBSERVATIONS

As the first annual report under the new arrangements setting up a mechanism for continuity in the administration of the Code of Conduct and the observance of its implementation this survey cannot make any claim to perfection or completeness. The compressed period of time within which companies were asked to submit their first annual reports and the complexity of some features of the questionnaire to which they were asked to respond presented some difficulty for them given that the desired information had to be collected in South Africa and despatched from there.

Nevertheless, even if this initial exercise must be regarded as a trial run, it is, I think, possible to draw from it some tentative conclusions and judgements, some of which I have already set down under the appropriate headings above. Here I would simply like to suggest some directions in which companies should move more vigorously over the near future and which should be duly recognized in revisions to the Code of Conduct and the apparatus of its administration. Hopefully improvements in the general economic situation of South Africa will prove to be conducive to such movement by companies. One must also hope that reforms carried out by the South African Government, in conformity with its announced intentions, will facilitate the efforts of companies.

- [1] Remuneration policy: Companies should aim at annual wage and salary increases which in real terms will significantly raise both the level of their lowest-paid employees and the overall level of average remuneration.

- [2] Training and Promotion: The unequal and inferior educational and training facilities made available to Black people by the public system in South Africa present companies with a formidable challenge and social responsibility which should obtain from them an increasingly strong response in the organization and implementation of training and promotion programmes for their employees. Such a demonstration would help to realize the principle of equality of opportunity and through the achievement of higher productivity contribute to the feasibility of higher wage and salary levels.

- [3] Fringe benefits: Among the objectives of the varied range of benefits offered by companies assistance on housing, probably the most serious problem facing employees and their families, occupies a more modest place than its urgency deserves and should receive a great deal more attention in future.

- [4] Community development: This is a subject, elevating the scope of fringe benefits to the larger local framework, not mentioned in the present text of the Code of Conduct. Some companies have reported that they are already involved in the support of community projects; others have indicated that they are considering such participation. With their expertise, experience and patronage, as well as with financial contributions, companies could give valuable help to community programmes in housing, education, health, welfare and recreation and to efforts to assist in the development of businesses and factories owned by Black people.

The Code of Conduct should, I believe, be redrafted to place the necessary emphasis on the points I have mentioned above. Consultations which I have had with members of the Taskforce on the Churches and Corporate Responsibility, the Canadian Labour Congress, visiting trade unionists from South Africa, other Code authorities, and other interested parties, as well as Canadian companies, suggest also the desirability of making in a revised text of the Code