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IMPLEMENTATION OF THE PROGRAMME OF ACTION FOR THE SECOND DECADE
TO COMBAT RACISM AND RACIAL DISCRIMINATION

Annual report on racial discrimination submitted by the
International Labour Organisation in accordance with
Economic and Social Council resolution 1588 (L) and
General Assembly resolution 2785 (XXVI)

1. The Economic and Social Council in its resolution 1588 (L) of 21 May 1971 invited the International Labour Organisation (ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO) to provide the Commission on Human Rights with reports on the nature and effect of any racial discrimination, especially in southern Africa, of whose existence they had knowledge in their sphere of competence.
2. The General Assembly, in resolution 2785 (XXVI) of 6 December 1971, endorsed the invitation of the Council and requested that such reports be submitted annually.
3. The Secretary-General has the honour to transmit herewith the annual report of ILO to the Commission on Human Rights.

Annual Report of the International Labour Organisation

1. During 1989, among the significant activities undertaken by the ILO against apartheid was the setting up of a group of three independent experts to monitor sanctions and other actions against apartheid throughout the world, as specified in the ILO Declaration concerning Action against Apartheid in South Africa and Namibia and the Programme of Action, with special attention to action taken to circumvent such measures. In addition, the ILO continued to monitor and to disseminate information on recent developments in the social and labour fields in South Africa and Namibia, to provide technical co-operation assistance to the national liberation movements, black workers and their independent trade unions in South Africa and Namibia and also to the front-line and neighbouring States.

2. The group of three independent experts was established in compliance with a recommendation to this effect made by the Committee on Action against Apartheid at the 75th Session (June 1988) of the International Labour Conference. This recommendation also specified the tasks to be performed by the group. They included (a) the investigation and evaluation of the effects of present sanctions measures; (b) the conducting of feasibility and case studies on sanctions; (c) regularly surveying and updating the state of world trade with South Africa; (d) maintaining a register of investment and disinvestment in South Africa; (e) publishing, three times a year, the results of the research. In addition, the group was requested to carry out its mandate in close co-operation with other United Nations bodies and international organizations which also collected information on sanctions and other actions against apartheid, to avoid duplication.

3. Membership of the group, proposed by the ILO Director-General, was approved by the 243rd Session of the Governing Body at its resumed meeting at the end of June 1989. The group, which had its first meeting in October 1989 in New York to define its methods of work and the nature of its mandate, decided to place emphasis on studies relating to an embargo on South African coal, effective financial sanctions and matters relating to the effective severance of air links with South Africa. The group's second and third meetings will be convened in February and April 1990 respectively.

4. The Special Report of the Director-General of the ILO on the Application of the Declaration concerning Apartheid in South Africa and Namibia was examined at the 76th Session (June 1989) of the International Labour Conference. Chapter I of the Report reviewed recent developments in labour and social matters in South Africa and Namibia. Chapter II analysed the information supplied by the ILO tripartite constituents concerning their action against apartheid. Chapter III provided information on international action against apartheid. In addition to the Special Report, supplementary information was also provided in a separate document.

5. After considering the Special Report, the Committee on Action against Apartheid adopted conclusions which, inter alia, expressed concern about the slowing down of the rate of disinvestment and the tendency of disinvesting multinationals to continue to maintain non-equity links with South Africa. The Committee requested the tripartite members and the ILO to intensify efforts to implement the recommendations contained in the updated Declaration and its appended Programme of Action. Further measures to be undertaken by the tripartite members were also specified. Recommendation 6 (b), for

example, urged Governments to bring about an embargo on South African coal, effective financial sanctions, appropriate legislation to prevent the transport of oil to South Africa and the effective severance of air links. To this effect, it called for special target campaigns with the full participation of all the ILO tripartite members.

6. Recommendation 6 (c) and (d) requested employers' organizations to urge multinational enterprises to provide full information on the terms of their disinvestment including the links they intended to maintain with South African enterprises and to negotiate their disinvestment terms with the trade unions concerned. Furthermore, the employers' organizations should appeal to their members with subsidiaries in South Africa to avoid using the anti-union provisions of the Labour Relations Amendment Act which was promulgated in 1988 by the South African Government despite protests against it. The trade unions were urged in recommendation 6 (e) and (f) to launch campaigns and to put maximum pressure on the employers who utilized the provisions of the Labour Relations Amendment Act against the unions. Recommendation 6 (i) requested the ILO to finalize quickly the report on the gold trade with South Africa.

7. The conclusions also called upon the ILO Director-General to inform the South African Government about the Conference's deep concern about the lack of progress so far made in the abolition of the apartheid system and also to strongly appeal to this Government to end the state of emergency.

8. Specific recommendations were adopted in relation to Namibia. Governments, for example, were urged to support the Secretary-General of the United Nations in the efforts being made to ensure the implementation of resolution 435. In addition, all the ILO tripartite members were requested to provide maximum assistance to the people of Namibia with a view to promoting the development of a strong democratic nation, and independent workers' organizations. The ILO should also intensify its projects and programmes to assist Namibia.

9. To implement the above-mentioned conclusions, several measures were undertaken by the ILO after the International Labour Conference in June 1989. For example, a request for up-to-date information on action taken or not taken against apartheid for inclusion in the Special Report of the Director-General for 1990 was addressed in August 1989 to Governments and employers' and workers' organizations. The request was accompanied, inter alia, by a detailed memorandum which referred to the recommendations contained in the conclusions of the Conference Committee on Action Against Apartheid in June 1989. Requests for information on international action against apartheid were also sent to the United Nations, its specialized agencies and other intergovernmental organizations.

10. In relation to Namibia, a number of project proposals were formulated by the ILO to help Namibia in its reconstruction efforts after independence. They covered employment promotion including income-generating schemes in resettlement areas, rural employment planning, training in employment policy formulation and an ILO employment mission to Namibia to prepare a plan of action for ILO assistance to the country, vocational training and vocational rehabilitation; technical assistance to the Department of Labour; the promotion of employers' organizations; the provisions of workers' education assistance to the Namibian trade unions; and assistance to the vulnerable groups including women and the youth. An exploratory mission was sent to

Namibia in September 1989 which held discussions with the trade unions, employers and the administration with a view to identifying possible areas for ILO's technical assistance to Namibia during the transition period. The areas identified included labour administration, employment promotion, vocational rehabilitation and workers' education. With funding from the EEC, the ILO Advanced Vocational and Technical Training centre at Turin is executing a number of training projects aimed at reintegrating Namibian refugees through education and skill-training during the transition period. They include the attachment of 24 Namibian fellows to several of the Centre's courses in 1989; attachment of 50 Namibian fellows to a customs training centre in Zimbabwe to attend a training course in customs and excise functions; the training of 15 marketing and procurement management officers; a training course on the design, development and evaluation of specific vocational training projects for 15 repatriated Namibians and future vocational training project managers who could be used in the medium term as focal points for technical assistance programmes in Namibia; a training course on the elaboration and development of labour-intensive public works projects in a rural environment for 15 Namibians; and a training course on design and development of income-generating projects through small entrepreneurship programmes.

11. A number of operational activities including technical assistance projects within the ILO anti-apartheid programme were examined in a Report to the Committee on Discrimination of the ILO Governing Body at its 244th Session (November 1989). Information provided in the report covered the following:

Vocational training

12. (1) United Nations Vocational Training Centre for Namibia, Cuacra, Angola: This project, which is currently in its second phase, continued to be implemented during the past year. Training continued to be provided in auto-mechanics, bricklaying, carpentry and joinery, electrical installations and repairs, metal machinery and plumbing. The Centre's third batch of 100 students graduated in December 1988. At its 13th Session (March 1989), the Centre's Governing Board decided that the Centre should be transferred to Namibia after independence. To this end, it was decided that an ILO team should undertake a mission to Namibia to carry out a feasibility study on this transfer. The Board also indicated that its 14th Session should be held in Namibia after the country's elections in November 1989. In addition, the Board decided that the Centre's training activities should be suspended from July to December 1989 to enable the Namibian students and staff to return to Namibia to register for and participate in the elections. The UNDP has indicated that it would continue to support the project financially for three more years, starting from 1 January 1989. (2) Pilot vocational training centre for the ANC, Dakawa, United Republic of Tanzania: Although the ANC continued to implement the project on a bilateral basis with funding provided by the Government of Norway, the ILO provided specific technical inputs including training materials. A mission was undertaken to the Centre by an ILO consultant to assist with the preparation of a project proposal covering a new phase of the project to be considered by the UNDP for funding.

Vocational rehabilitation

13. (1) Training of rehabilitation staff for disabled victims of liberation wars, refugees and migrant workers: Fellows from the national liberation movements continued to participate in the training courses carried out under this subregional project, which is an integral component of the joint

ILO/OAU regional programme concerning the African Rehabilitation Institute. The project's second phase will end in 1991. (2) Vocational rehabilitation for disabled victims of the liberation war: Under the second phase of the project, funded mainly by the Government of Norway, a number of disabled Namibians were attached to training institutions in Zambia for vocational training in diverse trades. The project's activities were temporarily suspended during the last three months to permit the Namibians to return to their country of origin to participate in the elections.

Employment planning and creation

14. (1) Practical training and experience in employment and development planning with the Southern African Team for Employment Promotion (SATEP), Lusaka, Zambia: One ANC fellow was attached to SATEP for nine months under this project during the reporting period. Efforts continued to be made to encourage the women's secretariats of the national liberation movements to nominate female candidates to participate in the project's training programme. (2) Employment and basic needs planning in southern Africa: SATEP continued to provide technical advisory services to the individual member States as well as the subregional organizations (SALC and SADCC) of the southern African subregion. The advisory services covered, inter alia, employment promotion for youth, improved employment conditions in the informal sector, and employment creation for migrant workers repatriated from South Africa. (3) Skill Profiles of Black South Africans: As a follow-up to the completed study on Skill Profiles of Black South Africans, ILO/SATEP assisted the ANC to organize a seminar on Manpower Development for a Future South Africa, in May 1989. It was attended by representatives from the ANC's Department of Manpower Development, the trade unions, business federations, church and other organizations inside South Africa. Apart from the skill profiles of black South Africans, other topics covered by the seminar included the objectives of manpower development in South Africa, the role of education in the liberation struggle, career guidance and also popular participation in setting priorities for manpower development. In addition, representatives of the Zimbabwean Ministry of Labour, Manpower Planning and Social Welfare also informed the participants about Zimbabwe's experience in tackling problems of manpower shortages during the difficult period immediately after Zimbabwe's independence. The recommendations of the seminar emphasized, inter alia, the need for greater efforts to train people to fill gaps created by the apartheid manpower development policies, and co-ordination between the different organizations working on manpower planning for South Africa. A number of research areas were also identified, including employment structure in the South African economy, assessment of training needs and the role of apprenticeship in manpower development and training.

15. Rural development: Following the study tour for heads of department and senior officers of SWAPO on agricultural production and popular participation which was organized in Zimbabwe in November 1988 by the ILO, and also within the context of the preparations to assist Namibia in its reconstruction efforts, two new project proposals on rural development were elaborated by the ILO for funding. They covered income-generating schemes in resettlement areas and rural employment planning in independent Namibia.

Labour administration

16. Training of labour administrators for Namibia: The project was evaluated in 1988 and a number of significant recommendations were made for action including a four-to-six-week refresher course at ARLAC for 30 previous participants of the project. Training at Ruskin College for two of the project's former students which should have commenced in 1989 had to be postponed since the fellows had to return to Namibia to register and participate in the planned elections.

Workers' education

17. Workers' education assistance to independent trade union organizations of black workers in South Africa and the National Union of Namibian Workers:

During the past year, a number of fellows from the independent black trade unions in South Africa and Namibia participated in regional and subregional workshops and seminars on workers' education which were organized by the ILO in Africa. For example, six representatives from COSATU, NACTU and the NUNW attended the ILO subregional workers' education seminar for southern Africa on Occupational Safety, Health and Environment Issues, held in Zimbabwe in May 1989. Seven South African and Namibian trade unionists also participated in the joint ILO/OATUU regional seminar for English-speaking Africa on women workers and the ILO Plan of Action on Equality of Opportunity and Treatment for Men and Women in Employment. A seminar for media workers was organized jointly with the PAC/ATUCC. Another seminar on the promotion of workers' co-operatives was also jointly planned with ATUCC for implementation in October 1989. A seminar on media skills for public relations officers within NACTU and its affiliates has also been scheduled for implementation before the end of 1989. This seminar is co-financed by the ILO and the Canadian Labour Congress. Discussions were also held with representatives of the NUNW and its affiliates regarding workers' education assistance to workers' organizations in Namibia after independence.

Migrant workers

18. (1) Workers' education assistance to migrant workers in southern African (Lesotho): The second phase of the project which began in 1987 continued to be implemented during the reporting period. The activities carried out included seminars for migrant workers and village organizers and also workshops on income-generating activities. In addition, training materials were prepared by the project. (2) Workers' education assistance to migrant workers in southern Africa (Botswana and Mozambique): Activities carried out under this project, which began in July 1988, included training courses and seminars and the development of training materials. The activities were undertaken with the BFTU (the Botswana Federation of Trade Unions) and the OTM (Organização dos Trabalhadores de Mozambique).

Small enterprise development

19. Small enterprise development for refugees in Zambia: Activities under Phase II of the project, which were implemented during the past year, included training on how to start a business and on needs identification, improve your business workshops and operation of a revolving loan scheme for the refugees in Zambia. Since the inception of the project, more than 124 loans have been

granted and the recovery rate has been high (81 per cent). The ILO continued to co-operate with the Zambian Federation of Employers and the UNHCR in implementing this project.

20. With funding from the regular budget for technical co-operation, several other activities were also undertaken which included: (a) two workshops on the needs of South African and Namibian women and the design of projects to meet these needs; (b) two seminars with the ANC on labour law and with NACTU on media skills; (c) local training fellowships in the United Republic of Tanzania and Zambia for the ANC, PAC and SWAPO; (d) six study visits to the ILO headquarters by representatives of the South African and Namibian black trade unions and the national liberation movements; (e) support for two fellowships in the areas of information technology and manpower development; (f) support for the preparation of a booklet on labour legislation in South African homelands; and (g) data collection for the revision of the publication on labour legislation in Namibia.

21. During the past year, the ILO continued to disseminate information on the labour and social situation under apartheid. It also continued to collaborate closely with other organizations within the United Nations system and with other intergovernmental, non-governmental, regional and subregional organizations within the framework of concerted efforts to eliminate apartheid. For example, the ILO participated in the Thirty-seventh Session of the Human Rights Committee on the Elimination of Racial Discrimination, the Forty-first Session of the Sub-Commission on Prevention and Protection of Minorities and the Forty-fifth Session of Human Rights.

22. Since the last annual report submitted by the ILO, the Discrimination (Employment and Occupation) Convention, 1958, (No. 111) has received one further ratification (Democratic Yemen), bringing the total number to 110. The Employment Policy Convention, 1964 (No. 122) has received two further ratifications (Guatemala and Democratic Yemen), bringing the total number to 73. With regard to migrant workers, the Migration for Employment Convention (Revised), 1949 (No. 97) and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) have not received any further ratifications and the total number of ratifications stand at 38 and 15 respectively. The Indigenous and Tribal Populations Convention, 1957 (No. 107) has not received any further ratification and the total remains at 27. The Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) has received one further ratification (Guatemala), bringing the total to 31.

23. The application of Convention No. 111 and other Conventions referred to above gave rise to observations and comments by the Committee of Experts on the Application of Conventions and Recommendations at its March 1989 Session.

24. At its 76th Session (June 1989), following the second discussion on the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), the Conference adopted the Indigenous and Tribal Peoples Convention, 1989 (No. 169) as well as a resolution on ILO action concerning indigenous and tribal peoples. In its preamble, the Convention underlined the need to remove the assimilationist orientation of the earlier standards and drew attention to the particular contribution of indigenous and tribal peoples to the cultural diversity and to the social and ecological harmony of mankind as well as to international co-operation and comprehension. Its provisions

concern general policy, land, recruitment and working conditions, vocational training, handicrafts and rural industries, social security and health, education and means of communication, contacts and co-operation across borders and administration. The resolution contains a series of measures for action to be undertaken at the national and international levels as well as by the ILO.

25. Under the ILO educational and promotional programme for the elimination of discrimination and the promotion of equal opportunity in employment, a subregional tripartite seminar on promotion of equality of opportunity in employment for selected African countries was organized in Dakar (Senegal), from 18 to 22 September 1989, and another subregional tripartite seminar on non-discriminatory employment practices was organized in San José (Costa Rica) from 16 to 20 October 1989. Similar seminars and national tripartite seminars will be organized in future.

26. The ILO has continued its research and publications programme, which has extensively covered the elimination of discrimination in employment based on grounds such as race, ethnic origin, sex, religious beliefs or political opinions, as well as discrimination against migrant workers. In particular, notes and studies on new developments in various countries have appeared regularly in ILO publications such as the International Labour Review and the Social and Labour Bulletin.

27. The arrangements whereby the ILO collaborates with other international organizations on questions concerning the supervision of international instruments and matters of interest to more than one organization continued to function, as in the past, in relation to discrimination in employment and occupation, indigenous and tribal populations, migrant workers and basic aims and standards of social policy, particularly through ILO collaboration with the United Nations Commission on Human Rights, the Sub-Committee on the Prevention of Discrimination and the Protection of Minorities, the Committee on the Elimination of All Forms of Racial Discrimination, the Commission on the Status of Women, the Committee on the Elimination of Discrimination Against Women as well as with the Centre for Social Development and Humanitarian Affairs, the United Nations Development Fund for Women, the International Research and Training Institute for the Advancement of Women and the United Nations Development Programme.
