



**Economic and Social
Council**

Distr.
GENERAL

E/CN.4/1989/35
20 December 1988

Original: ENGLISH

COMMISSION ON HUMAN RIGHTS
Forty-fifth session
Item 17 (b) of the provisional agenda

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

ILO activities against racial discrimination included the adoption of an updated Declaration on action against apartheid in South Africa and Namibia, together with a Programme of Action against apartheid which was appended to the Declaration. The activities also included the monitoring of, and dissemination of information on, developments in the social and labour fields in South Africa and Namibia and the provision of technical co-operation assistance to the national liberation movements, Black workers and their independent trade unions in and from South Africa and Namibia, as well as to the front-line States.

The updated Declaration, adopted by the International Labour Conference at its 75th Session in June 1988, is annexed to the present report. It is to be noted that both the title and the content have been the subject of changes made, on the recommendation of a special Tripartite Conference on Action Against Apartheid which was convened by the Governing Body of the ILO in Harare, Zimbabwe, from 3-6 May 1988. The Declaration, which in its two previous versions, was entitled a "Declaration concerning the policy of apartheid in the Republic of South Africa", is now explicitly styled a "Declaration on Action Against Apartheid in South Africa and Namibia" and the Programme of Action appended to it also indicates the same emphasis on action against apartheid and on Namibia. The content of the newly updated Declaration takes into account the cumulative effect of recommendations which have emanated from the Committee on Apartheid of the International Labour Conference in the period since the last updating took place, in 1981, as well as suggestions made during the preparatory tripartite meeting in Harare and at the session of the International Labour Conference at which it was adopted, by the Governments and employers' and workers' organizations participating in those meetings.

The Special Report of the Director General of the ILO on the Application of the Declaration concerning the Policy of Apartheid in South Africa which was also before the International Labour Conference at its 75th Session in June 1988, contained an analysis in detail of developments in the social and labour fields as regards South Africa and Namibia. It also presented information provided by the ILO's tripartite membership on action undertaken against apartheid, in response to a request addressed from the International Labour Office in accordance with the Declaration. In addition, a chapter of the Director General's Special Report dealt with international action undertaken by the organizations within the United Nations system and also by other intergovernmental bodies.

After considering the Special Report and recommending the adoption by the International Labour Conference of the updated Declaration and Programme of Action, the Committee on Apartheid of the International Labour Conference made a number of recommendations for urgent action. These included a call to all Governments, employers' and workers' organizations and the International Labour Office to make representations to the South African authorities in order that they refrain from promulgating proposed amendments to the Labour Relations Act and from enacting the Promotion of Orderly Internal Politics Bill. It is to be noted that the latter measure has been withdrawn by the South African Government, while the former, though promulgated, is the subject of a complaint to the ILO Governing Body presented by the Congress of South African Trade Unions (COSATU) alleging breach of the ILO's principles of

freedom of association. In accordance with the established procedure, the complaint has been referred by the Governing Body of the ILO to the Economic and Social Council as a preliminary step towards its possible consideration by the Governing Body's Fact-Finding and Conciliation Commission on Freedom of Association. In another recommendation for urgent action, the Committee on Apartheid of the Conference called upon employers' organizations to urge their members with subsidiaries in South Africa to refrain from any form of victimization of the workers and their unions arising from workers' protests against the legislative amendments and similar measures; it also invited trade unions to launch special campaigns mobilizing maximum support for the independent trade union movement in its protest against proposed legislative amendments and restrictive measures that are clearly intended to cripple it.

In other recommendations for urgent action, the Conference Committee on Apartheid drew the attention of Governments and employers' organizations respectively to paragraphs II(2) and III(5) of the Programme of Action Against Apartheid concerning the refusal to provide loan and credit facilities to South Africa, and the need to prohibit collaboration with South Africa in the operation of the international gold market; trade unions were, similarly, invited to launch special campaigns among their membership to put maximum pressure on banks and financial institutions concerning the granting of loans and the provision of credit to the South African authorities and institutions. Governments were further invited to enforce a strict embargo on coal either unilaterally or multilaterally, and to tighten up the oil embargo by requiring absolute guarantees from buyers and transporters that oil will not be resold or trans-shipped to South Africa. In addition, Governments were called upon to participate in concerted action to stop the South African Government's attempts to obtain self-sufficiency in energy by imposing an embargo on activities designed to further such attempts, while employer action was called for to discourage companies and financial institutions from their co-operation with South African schemes aimed at obtaining energy self-sufficiency.

A number of requests for action were addressed to the International Labour Office. These included the preparation of a special report on the implementation or non-implementation by Governments and employers' and workers' organizations of the above recommendations; a request that the Director General continue his efforts to find alternative banking facilities and that banking and financial institutions used by the ILO be urged to abstain from granting loans and credits to South African authorities, institutions and enterprises; a request that the Director General undertake a study of the gold market with South Africa with a view to identifying possible sanctions measures in the field for consideration at the next session of the International Labour Conference; and that the Governing Body of the ILO be requested to establish a special monitoring group of three independent experts to follow up and monitor the implementation of sanctions and other action against apartheid. These recommendations have been brought to the attention of the Governing Body of the ILO, and a report on the action taken on them will be presented to the International Labour Conference at its 76th Session in June 1989.

Operational activities involving technical assistance programmes within the ILO's sphere of competence were the subject of a report to the Committee on Discrimination of the Governing Body of the ILO at its 241st Session in November 1988. The information referred to the following:

Vocational training. (1) The vocational training centre for Namibians at Cuacra, Angola: Implementation of Phase II of the project commenced during this period, and this phase will end in 1991. Training courses continued to be provided in automechanics, bricklaying, carpentry and joinery, electrical installations and repairs, metal machinery and plumbing. Construction work started on additional dormitories and a library for the centre. Following a review of the project, the centre's governing board held its 11th Session in November 1987. The second batch of 100 students, of whom about 60 per cent were women, graduated in December 1987. The centre had a technical staff of 30 persons, including 7 regional experts and 3 Namibian instructors. There continued to be an inadequate number of Namibian instructors; 10 posts for Namibian instructors remained vacant. The 12th Session of the centre's governing board is planned for November 1988. (2) Pilot vocational training centre for the ANC at Dakawa, United Republic of Tanzania: The project continued to be implemented by the ANC on a bilateral basis with the Norwegian Government, through the Norwegian People's Aid. The ANC requested specific ILO inputs such as ILO Modules of Employable Skills learning material for the plumbing, pipe fitting, building construction, carpentry and joinery and electrical installation trades. In addition, technical advisory services to the centre were provided by the ILO regional adviser on vocational training and the ILO also provided funding for the training of the centre's designated principal in the management of training institutions. The ANC plans to open the centre in January 1989. Sixteen ANC instructors underwent training courses in Finland. In addition, four senior instructors were recruited by the centre.

Vocational rehabilitation. (1) Training of rehabilitation staff for disabled victims of liberation wars, refugees and migrant workers: Phase II of the project, with the new title of Regional Staff Training and Employment Programme: Human Resources Development for Services for Disabled People in Southern Africa, began its activities in April 1988 and will end in March 1991. Fellows from the national liberation movements continued to participate in the training courses provided under this subregional project which is part of the African Rehabilitation Institute, a joint ILO/OAU regional programme. (2) Vocational rehabilitation of war victims and other disabled persons: Phase II of the project began in 1987. The current intake of 45 disabled Namibians would complete both basic education and skills training in a number of Zambian institutions at the end of 1988. Efforts have been made to select another intake to commence their training in early 1989. The current phase of the project is funded by the Swedish International Development Authority (SIDA).

Employment planning and creation. (1) Practical training and experience in employment and development planning with the Southern African Team for Employment Promotion (SATEP), project in Lusaka, Zambia: Two fellows (one each from SWAPO and the ANC) were attached to SATEP for nine months. A third trainee from the ANC joined the team towards the end of the period under review. The women's secretariats of the national liberation movements have been invited to select female candidates to participate in this project in view of the lack of any female trainee so far. (2) Employment and basic needs planning in southern Africa: SATEP continued to assist member countries of the southern African subregion through research, for instance on the skill profiles of migrant workers, and also by providing technical advisory services on, *inter alia*, employment creation for repatriated miners. In addition, SATEP provided technical advisory services and support to the subregional

intergovernmental organizations including the Southern Africa Labour Commission (SALC) and the Southern African Development Co-ordinating Conference (SADCC). (3) Skill profiles of Black South Africans: This study on the skill profiles of Black South Africans both inside and outside South Africa, which was started in 1985, has been completed. Its aim was to establish a reliable profile of Black skills in South Africa in relation to the current manpower and labour market situation in the country and the manpower requirements of post-apartheid South Africa. The report on the study, which has been prepared for possible publication, first analyses the race and sex distribution of labour in the various sectors of the economy, the variations in the extent of education and training, the inequalities in wages and access to the strategic decision-making categories of management and statistical distortions in official data. Secondly, it identifies the specific categories of Black skills in the major sectors and makes proposals for further research, for example, on discrimination in women's employment opportunities and changes in the racial division of labour.

Rural development. Study tour on agricultural production and popular participation for Namibians: the ILO completed preparations for a study of Zimbabwe by eight heads of department and two senior officers of SWAPO in September 1988. Given the production pattern and the historical background of Zimbabwe, it was felt that this country's experience would be relevant to rural development in an independent Namibia. The tour consisted of extensive visits to rural development projects in Zimbabwe covering different models of resettlement schemes including co-operatives in dry and irrigated areas, State farms, individual small farms, large commercial farms and rural projects involving popular participation.

Labour administration. Training of junior-level labour administrators: Under Phase III of the project, its activities included provision of a basic induction course in labour administration, a higher-level one-year certificate course in labour administration at national institutions and secondment to labour departments in some of the front-line States. The location of the project (ARLAC) was shifted from Lusaka to Harare. A two-month consultancy mission started in September 1988 to evaluate the project and to make proposals for further technical assistance to Namibia in the field of labour administration.

Workers' education. 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, the activities undertaken under this project included a joint seminar with OATUU held in Harare, Zimbabwe, from 29 April to 1 May 1988 on international labour standards and trade union action against apartheid, attended by representatives of COSATU, NACTU, NUNW, SACTU and ATUCC. Fellows from the Black trade unions in South Africa and Namibia were also assisted to participate in workers' education seminars and workshops organized for English-speaking African countries and for wider target groups, such as the workshop conducted for treasurers and finance officers. Fellowships were awarded to four COSATU and NACTU members to participate in workers' education courses at the Turin Centre.

Migrant Workers (1) Assistance to migrant workers in southern Africa: The project terminated at the end of 1987. The activities completed included (a) research on several of the issues affecting migrant labour such as on the labour agreements between migrant-supplying States and South Africa, laws affecting foreign migrant workers in South Africa, the skills and other

characteristics of foreign migrants in the South African gold mines, safety and health in these mines and the impact on Mozambique of South Africa's repatriation order: publications in the form of articles, a book and working papers to disseminate the research findings; (b) preparation of a legal reference manual on Black migrant workers' rights in South Africa, to be used by trade unions, the migrant workers themselves and others working with such migrants, including recruitment officers and government officials connected with national migration units; (c) drafting of a standard labour agreement to be used by member States of the Southern Africa Labour Commission as a model in the preparation of their individual agreements with South Africa; (d) organization of a regional tripartite conference on migrant labour; and (e) the creation of national migrant labour units to brief outgoing and debrief returning migrants. Follow-up project ideas were also formulated by the project. (2) Workers' education assistance to migrant workers in southern Africa (Lesotho): The implementation of the second phase of the project funded by DANIDA began in 1987. The activities so far undertaken have included seminars for migrants to discuss, inter alia, their problems in their country of origin and in the South African mines, as well as issues relating to the migrants' participation in development and co-operative efforts; seminars for village organizers, and discussions on the formation of village study circles; income-generating activities and village development programmes; seminars for general secretaries and other members of trade unions. In addition, study materials and visual aids have been prepared. (3) Workers' education assistance to migrant workers in southern Africa (Botswana and Mozambique): This project, which began in July 1988, is modelled on the on-going project in Lesotho. It aims, inter alia, at better equipping workers of Botswana and Mozambique, particularly the migrant workers, to protect and further their trade union rights and to work for an improvement of their conditions of work and life. It also aims at strengthening the technical capacity of the Botswana Federation of Trade Unions (BFTU) and the Organização dos Trabalhadores de Moçambique (OTM) to conduct a continuing trade union training and information programme for migrant workers and for their national membership. Planned activities include the organization of training courses and seminars and the development of information materials. Apart from consultations on the various aspects of the project with the BFTU and OTM, the project has prepared an assessment of past and present workers' education activities in Botswana and Mozambique. Efforts have also been made to select a national co-ordinator in each of the project countries.

Small enterprise development. Small enterprise development for refugees in Zambia: The Norwegian Agency for International Development (NORAD) provided funding for Phase II of the project, which is being carried out by the ILO in co-operation with the Zambian Federation of Employers and the UNHCR. The rural component of the project, which is located up-country, concentrated on agriculture on allocated farmland plots. The urban component continued to develop and promote small businesses for refugees in and around the city of Lusaka. The project has been operating a revolving loan scheme which is managed by a board of trustees. During the first quarter of 1988, loans totalling 86,332 Kwachas were granted for the following 29 businesses; groceries (14), tailoring (5), carpeting (2), woodcarving (1), charcoal selling (2), restaurant/kiosk (1), photography (1), sour milk selling (1), bakery (1) and fishing (1). The 29 small businesses not only created more than 40 new jobs but also helped to stabilize existing ones.

The ILO has continued to disseminate information relating to aspects of the apartheid system as it affects labour, and in this respect has been able to further develop its capacity as a result of the appointment of an associate expert in its Bureau of Public Information, with assistance provided by the Government of Norway, to deal specifically with these matters. In addition, it has, with assistance provided by trade union organizations from Norway and the Netherlands, produced a 58-minute documentary film concerning the lives and activities of four shop stewards in independent South African trade unions. The film, entitled "Changing this country", has been shown on a number of national television stations; has attracted attention at documentary film festivals; and arrangements have been made for its being shown, in 16 mm or video cassette format, through ILO regional and local offices as well as through trade union organizations and interested non-governmental organizations. A short film dealing with the preparation and adoption of the updated Declaration on Action Against Apartheid in South Africa in Namibia was also produced, and shown inter alia as part of the programme "The United Nations in action" on network television in the United States.

The ILO has continued to work with other organizations within the United Nations system, including the Centre for Human Rights and the Centre against Apartheid, and has collaborated actively with a number of other organs of the United Nations within the framework of the Second United Nations Decade to Combat Racism and Racial Discrimination. It has also worked with other intergovernmental, regional and non-governmental organizations in an attempt to ensure a concerted effort on the eradication of apartheid and other forms of racial discrimination within its sphere of competence.

Since the last annual report submitted by the ILO, the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) has received one ratification (Cameroon), bringing the total number to 109. The Employment Policy Convention, 1964 (No. 122) has not received any further ratification and the total remains at 71. 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 numbers 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 (Malta), bringing the total to 30.

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 1988 session. The Conference Committee examined the Committee of Experts' general survey on the application of the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958. In accordance with the established procedure, the general survey took account of information from 139 States and 17 non-metropolitan territories supplied under article 19 of the ILO Constitution or submitted in regular reports under article 22 of the Constitution by States which have ratified the Convention. Comments received from 18 employers' and workers' organizations were also taken into account.

Under the ILO's educational and promotional programme for the elimination of discrimination and the promotion of equal opportunity in employment the report of the East Asian Subregional Tripartite Seminar on the Promotion of Equality of Opportunity in Employment, held in Jakarta in July 1987, has been issued. The conclusions of national and subregional seminars as well as the comments received from ILO constituents on the Draft Guide of Practice for Equal Opportunity and Treatment in Employment (EGALITE/1985/D.3(Rev.1)) are being examined with a view to revising this document.

The ILO continued its research in the field of racial discrimination and notes and studies on developments in various countries have appeared regularly in ILO publications such as the International Labour Review and the Social and Labour Bulletin, as well as external publications.

INTERNATIONAL LABOUR CONFERENCE
JUNE 1988

**DECLARATION CONCERNING ACTION AGAINST APARTHEID
IN SOUTH AFRICA AND NAMIBIA¹**

The General Conference of the International Labour Organisation,

Recalling the Declaration concerning the Policy of Apartheid in South Africa unanimously adopted by the Conference on 8 July 1964 and the updated Declaration adopted by the Conference on 18 June 1981,

Considering that all Members of the ILO have by the Declaration of Philadelphia embodied in the Constitution as a statement of the aims and purposes of the Organisation, solemnly affirmed that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity",

Considering that according to its Constitution the ILO exists for the promotion of the objectives set forth in the Preamble thereto and in the Declaration of Philadelphia,

Considering that the Government of South Africa, having refused to promote the objectives set forth in the Preamble to the Constitution and in the Declaration of Philadelphia, adopted and is practising the inhuman policy of apartheid, which is wholly incompatible with the aims and principles of the Declaration of Philadelphia, thus creating an alarming situation, further aggravated by the extension of the apartheid system into Namibia through the illegal occupation of that territory by South Africa, incurred the condemnation of the International Labour Conference and withdrew from the Organisation by virtue of a communication dated 11 March 1964,

Considering that according to the Declaration of Philadelphia the principles set forth therein are fully applicable to all peoples everywhere and their implementation is a matter of concern to the whole world,

Considering that apartheid has been declared a crime against humanity by the General Assembly of the United Nations and that the Security Council, since its resolution 182 (1963) adopted unanimously on 4 December 1963, has affirmed the conviction that the situation in South Africa is seriously disturbing international peace and security,

Considering that the apartheid system in South Africa is the root cause of conflict in southern Africa as a whole and that the independence of Namibia, the freedom of the South African people and the peace and security in the region can only be attained through the elimination of apartheid,

Considering the programme for the elimination of apartheid in labour matters in South Africa adopted in 1964 and all subsequent measures to give effect to the ILO's determination to eradicate apartheid, including the annual Special Reports of the Director-General on apartheid in South Africa and the expansion of the activities of the International Labour Office in this field,

Considering especially the Report of the International Tripartite Meeting on Action against Apartheid held at Livingstone in May 1981, which recognised that the solution to the problem of apartheid must take into account the political implications of that system and went on to recommend specific action for the elimination of apartheid,

Considering also the reports of the Tripartite Conference on Action against Apartheid held in Lusaka in May 1984 and in Harare in May 1988,

¹ This Declaration, adopted by the International Labour Conference on 16 June 1988, updates the Declaration concerning the Policy of Apartheid of the Republic of South Africa which was adopted in 1964 and was previously updated in 1981.

Noting that the conclusions of these meetings were subsequently adopted by the International Labour Conference,

Sharing the growing concern of the international community at the deterioration of the situation in South Africa and Namibia under apartheid, and the need for action thereon, as shown in the Programme of Action adopted at the United Nations General Assembly and in subsequent resolutions and instruments adopted by that Assembly (including the Convention on the Suppression and Punishment of the Crime of Apartheid) as well as the resolutions of the Security Council,

Reaffirming in addition the need to co-operate with all organisations in the campaign to eliminate apartheid, in particular the United Nations, the Organisation of African Unity and international and regional organisations of workers and employers,

Considering that developments which have taken place since the adoption of its Declaration and Programme for the elimination of Apartheid in 1964 have demonstrated that apartheid continues to deprive the Black population of employment and training, full enjoyment of freedom of association and the right to organise, and equality of opportunity and treatment in the field of labour, while recent events have shown that through the "Bantustan" policy and the use of repressive measures the South African Government still acts in a manner which violates international labour standards and which therefore requires urgent action by the international community to secure social justice, peace and freedom for all the peoples of South Africa and Namibia,

Reaffirming its determination to continue to fulfil its responsibility to promote and take its part in securing the freedom and dignity of the peoples of South Africa and Namibia and to fight the policy of apartheid practised by the Government of South Africa,

Faithful to its role as spokesman of the social conscience of mankind and affirming once again its conviction that a government which deliberately practises apartheid is unworthy of the community of nations,

Considering that only urgent and determined action by the international community, in particular the imposition of comprehensive and mandatory sanctions by the United Nations Security Council as the most effective and appropriate measure under the present circumstances, will bring the Government of South Africa to abandon its disastrous policy and to co-operate with employers' and workers' organisations in placing the relations between the various elements of the population of South Africa, and the relations between the people of South Africa and the rest of the world, on the basis of the equality of man, justice for all, good neighbourliness and mutual respect;

1. Solemnly reaffirms its fidelity to the fundamental principle of the Declaration of Philadelphia, according to which "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity".

2. Emphatically reaffirms its condemnation of the degrading, criminal and inhuman racial policies of the Government of South Africa and their extension to Namibia, which policies are a violation of fundamental human rights and thus incompatible with the aims and purpose of the ILO.

3. Strongly reaffirms its determination to pursue its action until respect for the freedom and dignity of all human beings, irrespective of race, is fully assured in South Africa and Namibia and until, to this end, the following objectives have been attained:

- the total and final elimination of the policy of apartheid in South Africa and Namibia;
- the repeal of all legislative, administrative and other measures which are a violation of the principle of the equality and dignity of man and a direct negation of the inherent rights and freedoms of the peoples of South Africa and Namibia;
- the establishment and consistent pursuit of a policy of equal opportunity and

- treatment for all, in employment and occupation, irrespective of race, creed or sex;
- the cessation of all aggression, social and economic destabilisation of the front-line countries.

4. Urges the Committee on Action against Apartheid of the International Labour Conference to continue to monitor with increased vigour action against apartheid.

5. (a) Confirms the Director-General's mandate to monitor and follow the situation in South Africa and Namibia in respect of labour and social matters, and to submit every year for consideration by the Conference Committee on Action against Apartheid a Special Report on the subject; to this effect, to request governments, employers' and workers' organisations to provide individually information, in such form as the Governing Body may determine, on the action taken against apartheid in accordance with recommendations contained in the Programme of Action against Apartheid, including information on failure to take action and on the active promotion of relations which strengthen the apartheid system;

(b) invites the Governing Body's Committee on Discrimination to continue to consider the information described in subparagraph (a) above, and to submit a report to the Conference Committee on Action against Apartheid.

6. Invites the Governing Body and the Director-General to take the necessary steps:

(a) to increase the ILO's educational activities and technical assistance to the liberation movements, the Black workers and their independent trade unions as well as the Black entrepreneurs and their organisations in South Africa and Namibia in their fight against apartheid, in close co-operation with the Organisation of African Unity, the Special Committee against Apartheid, the Commission on Human Rights of the United Nations, and the United Nations Council for Namibia, the international and African workers' and employers' organisations and the front-line States and those States in the neighbourhood of South Africa which are seriously affected by the aggressive actions of South Africa, in particular by:

- (i) an increase in the resources made available from the ILO regular budget, and from external sources on a bilateral or multilateral basis, for enlarging the ILO's capacity to combat apartheid and to provide assistance to its victims;
- (ii) the establishment of a voluntary fund for the workers of South Africa and Namibia to which contributions should be made regularly by ILO member States as well as by employers' and workers' organisations;
- (iii) the broadening of the scope of ILO assistance to liberation movements from southern Africa recognised by the Organisation of Africa Unity, in particular by the use of its technical services in the fields of vocational and management training, labour administration, occupational safety and health, rural development, workers' education, co-operative development, equality of treatment for women workers and advice on the elimination of discriminatory labour legislation;
- (iv) the establishment of a training institute for South Africa, designed more specifically for the promotion of manpower training and development;
- (v) assistance to the front-line and neighbouring States providing facilities for refugees from South Africa and Namibia at institutions of their own through the provision of equipment, expertise and fellowships;
- (vi) the creation of training facilities and employment opportunities for refugees in their countries of refuge in such a way that their skills will be of immediate use and also of assistance to their countries of origin upon their return;
- (vii) co-operation with the governments of the States in the immediate neighbourhood of South Africa, including the regional organisations, the Southern African Development Co-ordination Conference and the Sou-

- thern African Labour Commission, in devising and implementing policies which will enable them to reduce their dependence on South Africa, and in particular the supply of migrant labour in South Africa;
- (viii) providing the front-line and neighbouring States with assistance for infra-structural development to enhance their capacity for withstanding the effects of any retaliatory economic action by the apartheid regime and to develop human skills for the effective management of their national economies;
 - (ix) assistance in the establishment of long-term solutions to problems involving migrant labour including public works programmes and other labour-intensive forms of job creation; the provision, over the short term, of assistance to migrant workers through advice on negotiations concerning their terms and conditions of employment, and through enabling migrant workers to be more fully informed of their rights;
 - (x) the expansion of the programme of the information on apartheid in labour matters and other questions of direct concern to the workers of southern Africa;
- (b) to use existing ILO procedures, including those of the Committee on Discrimination of the Governing Body, to attain the objectives assigned to the ILO under its Programme for the Elimination of Apartheid;
 - (c) to encourage and extend financial support to workers' and employers' organisations in their programme of action against apartheid so that they can exert the maximum pressure for the implementation of various recommendations falling within their sphere of competence.

7. Renews its urgent appeal to governments, employers and workers of member States of the ILO to combine their efforts and put into application all appropriate measures to lead South Africa to heed the call of humanity and renounce its shameful policy of apartheid. In this respect, the basic guide-line should be the Programme of Action against Apartheid which is annexed to this updated Declaration.

8. Reaffirms its resolve to co-operate with the United Nations in seeking and guaranteeing freedom and dignity, economic security and equal opportunity for all the peoples of South Africa and Namibia and in particular with the United Nations Special Committee against Apartheid and the Council for Namibia and its desire to co-operate with the Organisation of African Unity in all fields related to the elimination of apartheid.

9. Requests the Governing Body and the Director-General to take the necessary steps to organise systematic consultations with a view to reinforcing ILO co-operation with the Organisation of African Unity, and with the United Nations, including its Special Committee against Apartheid, its Council for Namibia and its Commission on Human Rights, as well as with the other specialised agencies of the United Nations system and non-governmental organisations associated with them in order to intensify and co-ordinate all activities whose ultimate objective is to eliminate apartheid totally in all its facets in a more accelerated pace than hitherto.

ANNEX

Programme of Action against Apartheid

The General Conference of the International Labour Organisation, considering it appropriate to give effect to the updated Declaration concerning Action against Apartheid in South Africa adopted by the International Labour Conference in 1988, following the updated Declaration adopted by the Conference in 1981 and the initial Declaration adopted unanimously by the Conference in 1964,

Urging determined action by the international community to bring the Government of South Africa to abandon its disastrous policy of apartheid,

Taking into account the report of the Tripartite Meeting of Members of the Governing Body on apartheid in May 1980, the Report of the International Tripartite Meeting on Action against Apartheid held at Livingstone in 1981 and the conclusions of the Tripartite Conferences on Action against Apartheid held in Lusaka in 1984 and in Harare in 1988,

Further taking into account the resolutions adopted by the two International Trade Union Conferences against Apartheid in 1973 and 1977, and the Declaration adopted by the International Conference of Trade Unions on Sanctions and Other Actions against the Apartheid Regime in South Africa held in 1983,

Recalling also the ILO Programme for the Elimination of Apartheid in Labour Matters in the Republic of South Africa, which had been adopted in 1964, as well as subsequent measures undertaken by the ILO, in its determination to eradicate apartheid in the field of labour, including the Special Reports of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa and Namibia, a wider range of educational and promotional activities carried out by the International Labour Office in this field and the extension of technical assistance within its field of competence to the people of South Africa and Namibia and the national liberation movements and front-line and neighbouring States,

Reflecting on and sharing the growing concern of the international community at the deterioration of the situation in South Africa and Namibia under apartheid and calling for action thereon, as shown in the Programmes of Action adopted by the United Nations General Assembly and the Security Council,

Reaffirming the need to co-operate with all organisations in the campaign to eliminate apartheid, in particular the United Nations, the Organisation of African Unity and international and regional organisations of workers and employers,

Noting that it has become necessary to revise the Programme of Action of the ILO and its Members in the light of the failure by the Government of South Africa since 1981 to abandon its policy of apartheid, its intensified aggression in southern Africa including Namibia, its intransigence in the face of international pressure and the further polarisation of Blacks and Whites in South Africa resulting from the introduction of a new Constitution in 1984 which was further aggravated by the 1987 Whites-only election;

Recommends the following action:

I. Government action through the United Nations

To take the measures necessary to give effect to the Programme of Action against Apartheid adopted by the United Nations General Assembly as well as the resolutions subsequently adopted by that body and other relevant United Nations bodies, in particular:

- (a) To adopt comprehensive and mandatory sanctions against South Africa, in accordance with Chapter VII of the United Nations Charter.
- (b) To establish a special monitoring unit, in co-operation with the International Maritime Organisation, Lloyds Register, the Shipping Research Bureau and other relevant organisations, to ensure that sanctions are strictly applied and to expose sanctions busters.
- (c) To co-operate by all possible means in the implementation of United Nations resolution 435 for the independence of Namibia.

II. Government action

1. To sever political, military, cultural, sporting and diplomatic relations with the South African Government, in so far as such relations with South Africa are maintained.

2. To stop trade and commercial relations with and to prohibit new public and private investment in South Africa, as well as the export of nuclear and other technology to the South African Government, parastatals and private enterprise in South Africa. In addition, to prohibit loans, trade credits and gold exchanges by banks to and with South Africa. Furthermore, to prohibit collaboration with South

Africa in the operation of the international gold market, in particular to prevent the operation of the South African marketing company, the International Gold Corporation (INTERGOLD).

3. To adopt, through the appropriate government authorities, including regional and local authorities, stringent divestment/disinvestment measures, to prevent any new investments, and to withdraw all public funds from banks maintaining commercial relations with South Africa as well as to deny contracts for the provision of goods and services to all firms and enterprises having commercial relations with South Africa.

4. To deny the use of facilities intended to circumvent sanctions applied against South Africa.

5. To discourage emigration of their nationals and the promotion of tourism to South Africa, by such means as banning advertising and cutting air and sea links with South Africa.

6. To withhold recognition of Bantustans, deny the establishment of representative offices and the entry of representatives of Bantustans into their territories, to prohibit new investments in and to demand the withdrawal of existing investment from these areas.

7. To increase economic support, including development assistance and the development of alternative trade patterns, to those African countries which are forced through their geographical and economic situation to maintain links with South Africa, with particular emphasis on independent African States enclaved within South Africa and those in the immediate neighbourhood of South Africa.

8. To give material and moral support to the liberation movements, to the independent Black trade union movement and to popular movements struggling for the elimination of apartheid and the establishment of a non-racial democratic system and majority rule with respect for human rights and fundamental freedoms in South Africa and Namibia.

9. To lift all impediments preventing trade unions from participating in solidarity action with the workers engaged in the anti-apartheid struggle and in particular to ensure that the legal system does not prevent trade union action designed to oppose apartheid.

10. To encourage in line with the basic principles of the Constitution of the ILO initiatives which could lead to the elimination of apartheid and the achievement of durable peace in southern Africa.

11. To tighten the licensing procedures for the export and re-export of arms and related material as defined in Security Council Resolution 418 so as to ensure that none of it reaches South Africa and Namibia in violation of the United Nations Security Council decisions and resolutions.

III. Action by employers' organisations

1. To ensure that their members do not maintain trade, commercial or financial relations with South Africa and that economic and financial institutions do not extend loans to South Africa or collaborate with the apartheid regime in any way.

2. To disinvest from South Africa and to transfer these investments to other African countries, especially the front-line and SADCC States. In so doing, employers should ensure that early consultations are held with the appropriate union representing the Black workers in the enterprise on the conditions and terms of disinvestment. Such action should not circumvent the call for disinvestment by transferring the operation of their companies to local South African management whilst still maintaining the same commercial links.

3. To disinvest from and to cease all co-operation with the so-called Bantustans.

4. To refuse to co-operate with the South African authorities in the implemen-

tation of apartheid legislation or refrain from the exploitation of all advantages provided by the apartheid system particularly in labour relations and the so-called homelands and to make a firm commitment to the abolition of apartheid.

5. To urge banks and other financial institutions to refrain from making loans or providing credit for trade with South Africa and to urge governments to prohibit the activities of the International Gold Corporation (INTERGOLD) in their countries.

6. To provide technical and financial support for small business development and management training programmes for victims of apartheid in exile in the front-line and neighbouring States, and to organise subregional seminars for employers in such States for this purpose as well as sensitise employers about the plight of the victims of apartheid.

7. To ensure that members refrain from any form of victimisation of workers and their trade unions involved in the defence of workers' basic rights in South Africa and Namibia and in solidarity action, outside the Republic, with the Black workers of South Africa.

IV. Action by trade unions the world over

1. To exert maximum pressure on their respective governments for the adoption and the implementation of comprehensive and mandatory sanctions against South Africa by the United Nations Security Council, in accordance with Chapter VII of the United Nations Charter.

2. To place maximum pressure, including industrial action, on parent companies and their subsidiaries the world over in cases where their South African subsidiaries do not recognise the independent Black trade union movement and act in contradiction with internationally recognised labour standards.

3. To exert maximum pressure on the subsidiaries, outside South Africa, of South African multinational enterprises that are involved in the violation of internationally-recognised labour standards.

4. To increase mobilisation of workers and the public through information campaigns with a view to exerting the strongest possible pressure on their respective governments to adopt comprehensive sanctions against and to sever their links with South Africa, and on companies with interest in South Africa to oblige them to withdraw from that country.

5. To develop extensive educational activities to ensure that workers are informed of sanction measures in their own countries so that they can participate at all levels in the monitoring of such actions and be prepared for industrial action in cases of sanctions busting.

6. To organise consumer and other boycotts in order to promote sanctions against South Africa.

7. To give financial, material and moral support to the Black independent trade union movement inside South Africa and Namibia, including assistance in organising campaigns and educational programmes and legal and relief assistance to imprisoned and restricted trade unionists and their families, as well as organising solidarity action in support of the Black workers and their unions.

8. To organise campaigns to ensure that trade union members do not emigrate to South Africa or Namibia or visit these countries in the course of appropriate sanctions, to ban advertisements for jobs in South African recruitment offices abroad.

9. To withdraw all trade union funds from any company or investment scheme with interests in South Africa or Namibia, and to ensure that no pension funds are invested in such companies, banks or schemes.

10. To exercise the strongest possible pressure on banks and financial institutions to recall their existing loans to South Africa and to prevent the provision of new loans and trade credits to South Africa and Namibia, as well as gold exchanges to and with South Africa. In addition, trade unions should organise campaigns appealing to their members to close accounts with such banks.

11. To take all measures aimed at further isolating the South Africa regime and to support anti-apartheid activities.

12. To ensure trade union representation in delegations to the United Nations and the specialised agencies to press for the fullest implementation of the Programme of Action against Apartheid.

13. To co-ordinate trade union action against apartheid in accordance with the Declaration adopted by the International Conference of Trade Unions on Sanctions and Other Actions against the Apartheid Regime, held in Geneva in 1983.

V. ILO action

1. To give further impetus to the implementation of the Declaration concerning Action against Apartheid and the Programme of Action, with specific reference to operative paragraph 6 of the Declaration and to the following paragraphs of this section.

2. To increase entrepreneurial and management training and to encourage small business development programmes for the victims of apartheid in exile in neighbouring States and displaced persons as a means of creating self-employment for those deprived people and prepare them for business management responsibilities in a non-racial democratic South Africa and in an independent democratic Namibia.

3. To increase activities in the fields of workers' education, vocational training, assistance to migrant workers, improvements in infrastructures and in other fields of benefit to workers of southern Africa, including broader workers' education programmes for the trade unions of South Africa and Namibia. Such programmes should be conducted in conjunction with trade union organisations of the front-line States, particularly through the co-ordination and co-operation of the Southern African Trade Union Co-ordination Council (SATUCC).

4. To ensure a wider dissemination of public information throughout all member States by all possible means, including ILO publications, about atrocities being perpetrated by the apartheid South African regime within South Africa and Namibia, as well as in front-line and neighbouring States, as a means of countering the news blackout imposed by the South African Government under its oppressive emergency measures and overcoming the silence of the mass media.

5. To address renewed appeals to the UNDP, international financial institutions and all multi-bilateral and bilateral donors to provide additional resources for the above-mentioned activities.

6. To request ILO constituents to provide a precise, itemised report on the Declaration, on each paragraph of the Programme of Action annexed to it and on the conclusions adopted at each session of the Conference.

VI. Other action

1. The Conference calls upon governments, employers' and workers' organisations and the ILO to continue and reinforce the campaign for the release of all trade unionists and political prisoners in South Africa and Namibia. In this connection the Conference deplores and denounces all measures which deny and violate civil and trade union rights in South Africa.

2. The Conference calls upon governments, employers' and workers' organisations, non-governmental bodies and individuals to make every possible contribution to the AFRICA (Action for Resisting Invasion, Colonialism and Apartheid) Fund, as well as to make contributions in order to ensure the early realisation of its objectives.