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STUDY IN COLLABORATION WITH THE SUB-COMMISSION ON PREVENTION OF
DISCRIMINATION AND PROTECTION OF MINORITIES OF WAYS AND MEANS
OF ENSURING THE IMPLEMENTATION OF UNITED NATIONS RESOLUTIONS
BEARING ON APARTHEID, RACISM AND RACIAL DISCRIMINATION

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

Note by the Secretary-General

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 of 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 to the Commission on Human Rights the annual report of ILO.

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As in the past, racial discrimination in South Africa and Namibia arising from apartheid is analysed in the Director-General's Special Report on Apartheid, 1/ submitted to the International Labour Conference (ILC) at its sixty-ninth session (June 1983). Chapter I of the Special Report contains an analysis of recent developments in the application of the Policy of Apartheid in labour and social matters. Chapter II reports on recent developments in the field of international action against apartheid, including an analysis of measures taken against apartheid by Governments and by employers' and workers' organizations as described in information supplied by them. During the sixty-ninth session of the Conference, the Special Report of the Director-General was examined by the Conference Committee on Apartheid which adopted a number of conclusions reaffirming ILC's full commitment to the updated Declaration concerning the Policy of Apartheid in South Africa, including the programme of action as adopted by the annual Conference in 1981, the implementation of which is to be monitored by the Conference Committee. In addition, the Committee called for greater efforts by constituent members of ILO provide information on action against apartheid; expressed particular concern over the role of trade and foreign capital, investments and loans by banks in maintaining apartheid; reiterated its request that more detailed information relating to the political, economic, social and trade union situation be included in future reports; made additional recommendations for effective action to combat apartheid on the part of ILO, Governments of member States and workers' and employers' organizations, and called upon ILO to convene in Africa, and preferably in a front-line State, a tripartite conference on apartheid. 2/

Concerning dissemination of information, ILO in 1983 published, with the assistance of the United Nations Centre against Apartheid, a booklet entitled Apartheid and Labour which analyses the impact of apartheid on South Africa's workers in such areas as employment, training, freedom of association and collective bargaining, and describes ILO action against apartheid. ILO continues to make available other publications and information on non-discrimination to national liberation movements recognized by the OAU and independent black trade unions in South Africa.

ILO's educational activities and technical assistance to liberation movements, the black workers and their independent trade unions in South Africa, as well as to the front-line States and those States in the neighbourhood of South Africa which are seriously affected by the aggressive action of South Africa continue to increase. Since 1981, projects of assistance in the following fields have been or are being implemented: vocational training, vocational rehabilitation of disabled victims of the liberation war in Namibia and training of southern African rehabilitation staff; rural development options for Namibia; workers' education assistance to migrant workers in southern Africa and to independent black trade unions in South Africa; practical training and experience in employment and development planning; and development and promotion of informal sector activities in the front-line and neighbouring States. In addition, a number of projects in the areas of vocational

1/ Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa, ILC, Sixty-ninth Session, 1983.

2/ Report of the Committee on Apartheid, International Labour Conference, Provisional Records, Sixty-ninth Session, No. 19 (13 June 1983).

training, training of women, occupational safety and health, employment for women in refugee camps, co-operative and workers' education are under serious consideration. The total budget for these projects exceeds several million dollars. In addition to designated project funds, ILO is now also receiving voluntary contributions involving activities of a more general nature.

Aside from technical assistance projects financed from extra-budgetary sources, ILO has financed from its own resources a number of fellowships and seminar activities in the field of non-discrimination. These have included a fellowship in non-discriminatory labour legislation for a Nigerian woman nominated by SWAPO, and seminars for the African National Congress and Pan Africanist Congress concerning equality of opportunity and treatment in South Africa with special attention to the mining industry. Fellowships and project-related assistance in a number of other areas of ILO's competence have also been extended to the victims of apartheid through the national liberation movements.

With a view to eliminating discrimination, ILO has continued to co-operate with the United Nations and other organizations, particularly in the activities of the Centre for Human Rights and the Sub-Commission on Prevention of Discrimination and Protection of Minorities and within the framework of the Decade for Action to Combat Racism and Racial Discrimination. For instance, ILO participated actively in the International Conference in Support of the Struggle of the Namibian People for Independence, held in Paris, 25-29 April 1983, as well as the Latin American Regional Conference on Action against Apartheid held in Caracas, 16-18 September 1983. In July 1983, ILO hosted the International NGO Conference on Action against Apartheid and Racism and from 1-12 August 1983, a high-level ILO delegation actively participated in the Second World Conference to Combat Racism and Racial Discrimination. ILO also hosted the International Conference of Trade Unions on Sanctions and other Actions against South Africa, organized jointly by the Workers' Group of the ILO's Governing Body and the Special Committee against Apartheid in co-operation with OAU, CATUW and the United Nations Council for Namibia, held at Geneva, 10-11 June 1983.

Since the last annual report submitted by ILO, the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) has received five further ratifications (Antigua and Barbuda, Dominica, New Zealand, St. Lucia, Togo) and the Equal Remuneration Convention, 1951 (No. 100), four further ratifications (Dominica, New Zealand, St. Lucia and Togo). At the time of the writing of this report, Convention No. 111 had 107 ratifications and Convention No. 100 had received 106 ratifications. No further ratifications have been registered for the Employment Policy Convention, 1964 (No. 122), the total remaining at 69, or the Indigenous and Tribal Populations Convention, 1957 (No. 107) with a total of 27 ratifications. The Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) has received one further ratification (Venezuela) bringing the total to 30. Concerning the conventions on migrant workers, since the last report two further ratifications (Dominica and Venezuela) have been registered for Convention No. 97 and three ratifications (Sweden, Venezuela and Togo) in respect of Convention No. 143, bringing the totals to 37 and 14 ratifications respectively.

The application of Conventions No. 111 and No. 107 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 1983 Session.

Two regional tripartite seminars on non-discriminatory employment practices were held in 1983, one for Asian countries (Bangkok, April 1983) and one for Latin American countries (Lima, October 1983). These seminars discussed suggestions for guidelines of equitable employment practices to be used by government agencies, employers' organizations and trade unions, with a view to eliminating direct or indirect forms of discrimination in employment and promoting equality of opportunity irrespective, inter alia, of race or similar factors. The seminars also discussed measures to be taken to promote the adoption and utilization of such guidelines at the national level. Further seminars of the same nature are planned in other regions.
