

harnessing and turning to practical purpose the reserves of good will which exist towards programmes for raising social and labour standards. International organisations were the real hope of the people for further progress. The Visiting Missions to Trust Territories, for example, were regarded as a beacon and a guiding light towards better things and he personally regretted that the I.L.O. had not been represented on those Visiting Missions. It was a point which the I.L.O. should certainly consider. As to the work of such a Field Mission, it could assist in many practical ways towards solutions of social and labour problems; moreover, it could at the same time collect information which could be the basis of further advances in international standards; it could help with advice on such matters as manpower surveys, problems of particular classes of labour such as those employed on plantations and on labour legislation and industrial relations. While it might be urged that these problems could be tackled through such bodies as the African Labour Conference and the African Labour Bureau, the important point was that only an independent body like the International Labour Office would be trusted by the peoples of the territories concerned since others were linked to, and their composition controlled by, the Administering Powers of the territories concerned.

152. Dr. Kurankyi-Taylor went on to suggest the desirability of more frequent meetings of the Committee of Experts and its enlargement to include further experts from the territories themselves. He considered that the contribution which the Committee, so enlarged, could make to the solution of the social and labour problems could not be underestimated. The synthesis of the experience of the experts from the home territories with knowledge of non-metropolitan territories, with the knowledge of the social aspirations of the peoples possessed by the experts from the territories themselves, would certainly produce valuable results.

153. Mr. van Remoortel in supporting the idea of a Field Office in Africa, recalled a resolution adopted by the International Labour Conference in 1946 calling on the Governing Body to consider the setting up of a Regional Office in Africa. Mr. Pinto also supported Dr. Kurankyi-Taylor's proposal for the setting up of a Field Office. He considered that the I.L.O. must do something more to make its existence felt in non-metropolitan territories in concrete and practical ways and to give the people confidence that on the international plane something can be done to raise standards, satisfy legitimate aspirations and prevent a lapse into a class struggle. He thought that a Field Office established somewhere in Africa could do much towards those ends.

154. Mr. Brown stressed the desirability of the I.L.O. avoiding the burdening of administrations with too many paper requests for information. He accordingly suggested further efforts to co-ordinate requests by different international organisations working in the same field,

arrangements for the use by the I.L.O. of material collected by the African Labour Bureau and more frequent visits by members of the I.L.O. staff to non-metropolitan territories to gather material for themselves. He went on to stress the desirability of not opening up too clear a distinction between non-metropolitan and metropolitan territories. The social and economic problems were often the same, the broader distinction being between developed and under-developed territories. The Representative of the Director-General in reply, indicated that while problems of special importance to non-metropolitan territories were thought worthy of special study, the I.L.O. never lost sight of the fact that it was an organisation committed to working for the establishment of universal minimum standards. He thought, however, that the arguments produced for more frequent meetings of the Committee of Experts strengthened by the addition of further experts from the territories themselves, were themselves indications of the value of separate treatment of particular problems of those territories.

155. Mr. Smuts supported Mr. Brown's suggestions as to cutting down demands for information, and stressed the desirability of avoiding duplication of work between organisations working in the same field. He hoped that in any enlarged Committee place could be found for an expert from a territory such as Southern Rhodesia.

156. After further discussion the Committee agreed to recommend that the Governing Body should consider the advisability of (1) inviting the Committee of Experts on Social Policy to meet at intervals of not more than eighteen months in order to enable a more continuous review of problems to be made and to avoid overloading its agenda; (2) increasing the numbers of experts from the non-metropolitan territories themselves in the light of the considerations adduced in the general discussion with which it was in full agreement; (3) setting up at some place in Africa to be determined, a Field Office on the lines of the existing Field Offices of the I.L.O. which operate in other parts of the world, to enable a more direct approach to be made to problems on the spot and to provide a more direct link between the I.L.O. and the peoples of African territories.

157. The Committee then proceeded to consider the detailed items indicated by the Office as constituting its current programme of work in regard to non-metropolitan territories and its proposals for the future. It noted with approval the work now being undertaken by the Office, including the following continuing work:

- (1) the collection of information on labour and social conditions in all non-metropolitan territories, its analysis and classification for use as occasion arises and its utilisation as the factual basis on which proposals in regard to Conference action are made and studies, reports and articles on various subjects are produced.

In regard to this, Father Charles emphasised the necessity of giving attention to native psychology and customs.

- (2) the analysis of reports of law and practice received from non-metropolitan territories on the wide range of subjects dealt with in Conventions and Recommendations in accordance with the reporting provisions of the I.L.O. Constitution.

In this connection the Chairman stressed the desirability, even if penal sanctions disappeared as a result of recommendations for their final abolition by the end of 1955 made elsewhere by the Committee, of the I.L.O. keeping a watchful eye on other forms of pressure likely to interfere with the freedom of the workers in their relationships with employers, such as police or other administrative action.

- (3) Technical Assistance to non-metropolitan territories on request.

In this connection the Committee emphasised the value to non-metropolitan territories of the various programmes of technical assistance of the United Nations and the specialised agencies and expressed the hope that the fullest use would be made of the possibilities of technical assistance in the field of action of the I.L.O. The Committee further stressed the special importance which technical assistance rendered by way of surveys and projects on a regional basis might have in solving problems common to large areas in which non-metropolitan territories exist administered by more than one State Member. Mr. Smuts considered, and the Committee agreed, that a survey under Technical Assistance auspices of the possibilities of developing African handicrafts and home industries undertaken on a regional basis might have special value.

- (4) general advisory services and missions.

158. In regard to the latter, the Committee endorsed the views expressed in the course of the general discussion as to the desirability of more frequent visits to non-metropolitan territories by members of the staff of the Office for collection of information and study of conditions on the spot.

159. The Committee also noted that its own recommendations in regard to the problems of migrant labour, abolition of penal sanctions for breaches of contracts of employment, and vocational and technical training, would involve considerable further work for the Office in the near future, and that as a result of a recommendation of the Committee in 1947, information was being assembled on the conditions under which work is carried on in workers' own homes. In regard to this last point the Committee agreed, on the suggestion of one of its members, to recommend that, if practicable, the study should include the conditions under which persons work who are not under the direct control of any employer, but are paid on delivery of the result of their labour, such as pickers of tree fruits, rubber tappers and the like.

160. The Committee then noted that the United Nations Special Committee on Information Transmitted under Article 73(e) of the Charter would be discussing in 1952 social conditions in non-self-governing territories and that a number of the subjects were of special interest to the I.L.O. In view of the arrangements for collaboration between the United Nations and the specialised agencies, in regard to the work of the Special Committee, it was to be expected that the I.L.O. would, following on inter-secretariat discussions, be committed to preparing papers on certain points in regard to which its experience and the information at its disposal would be of value. While details had not yet been discussed, it was thought that the papers might deal with:

- (1) problems of evolving methods of ascertaining standards of living in territories with primitive economies;
- (2) social and economic factors affecting workers' housing and responsibilities of employers, workers and the State in relation thereto;
- (3) some aspect of wage policies;
- (4) some subject related to trade unions;
- (5) migrant labour, showing the present position of international studies.

161. The Committee noted in this connection the terms of a letter from the Director, Division of Information from Non-Self-Governing Territories, regretting the inability of the United Nations to be represented at the meeting, drawing the attention of the Committee to Resolution 331(IV) of the United Nations dealing with international collaboration in regard to educational, social and economic conditions in non-self-governing territories, to the work contemplated for the 1952 session of the Special Committee and the value of the co-operation of the I.L.O. in relation to it.

162. Turning to the suggestions made by the Office as to studies which might be undertaken by it over a period of years, the Committee agreed that the I.L.O. should extend and develop its services in all practicable ways with a view to encouraging and aiding the social and economic development of the non-metropolitan territories.

163. After a full discussion, the Committee agreed that the following items could appropriately form part of the future work of the Office in regard to non-metropolitan territories:

- (1) a study of existing law and practice on various subjects dealt with in International Labour Conventions to assist administrations in solving local difficulties of application of internationally agreed standards by showing the progress made towards full application of these standards elsewhere in non-metropolitan territories.

- (2) collection and publication of texts of laws and regulations on social and labour subjects covering Africa.

164. In regard to these two matters the Committee approved a suggestion by Mr. Brown that the fullest co-operation be maintained with the African Labour Bureau so as to avoid overlapping.

- (3) a study of the extent to which indigenous inhabitants in non-metropolitan territories participate directly in the deliberations of bodies dealing with workers' conditions, organisation of labour and social and economic problems relating thereto. (This item was added on the suggestion of Mr. Van Remoortel.)
- (4) a study of wage systems and structures in non-metropolitan territories particularly in their relation to the productivity of labour, treating of such aspects as actual levels of real wages, wages in relation to costs of living, means of determining variations in the cost of living, methods of fixing wages, minimum wages, protection of wages, methods of wage payment, etc.
- (5) examination of feasibility of extension of co-operative methods of organisation in non-metropolitan territories.
- (6) further development of studies relating to workers' housing.
- (7) a survey of industrial relations in some particular area.

165. In the latter connection Dr. Kurankyi-Taylor, supported by Mr. Pinto, suggested that in view of the fact that industrial relations in West Africa are at an interesting and developing stage, that area might be selected for the study. He considered that a study of that character carried out on the spot in such an area would be of immense value in pointing lessons from which conclusions could be drawn of wide validity.

166. On the proposal of Mr. Atilés Moreu the following item was also added:

- (8) a survey of the stage of development, structure and other characteristics of trade unions throughout the non-metropolitan territories.

167. Finally, the Committee endorsed a suggestion by Mr. Atilés Moreu that seminars form an appropriate means of directing the attention of administrations, employers and workers in non-metropolitan territories to methods of solving numerous labour and social problems and recommended that the Office be asked to consider ways and means of organising seminars in different regions where non-metropolitan territories predominate, with this end in view.

Appendix I

The Committee of Experts on Social Policy in Non-Metropolitan Territories,

Considering that there are clear indications that migrations of workers are to a great extent caused by the unsatisfactory economic and social conditions prevailing in many of the rural areas in which these workers originate;

Considering, therefore, that the measures designed to solve the problem of migrations of workers should deal firstly with the situation in these rural areas;

Considering that these measures must of necessity be complex in character, since the questions to be solved relate not only to labour questions but also to those of land usage and agricultural production, the expansion of a money economy and indeed to economic and social development in general;

Considering that the territories concerned are generally lacking in adequate financial resources and technical skills required to carry out the necessary measures;

Considering that, in working towards a solution of these problems, the co-operation of other international organisations with special experience in these matters should be sought,

Recommends that:

I

1. The Governments concerned should intensify the efforts they are already making to improve the social and economic conditions prevailing in these rural areas, thus counteracting the disequilibrium resulting from the present practices of migration.

II

2. The Governments concerned should where necessary also invite, either individually or in concert, or through the intermediary of such regional organisations as the Commission for Technical Co-operation South of the Sahara, the competent international organisations such as the United Nations, the International Labour Organisation, the Food and Agriculture Organisation, the United Nations Educational, Scientific and Cultural Organisation, the International Bank for Reconstruction and Development and the World Health Organisation, to co-operate in the study of these problems, in working out solutions and in their implementation by providing technical and financial assistance.

### III

3. Without wishing to prejudice the technical measures to be studied, the points enumerated below should be given full consideration in connection with any policies designed to raise the economic and social level of the rural communities from which the migrant workers come:-

- (a) policies to be adopted or improved with regard to the use, the alienation and the reservation of land, involving regulations concerning occupation, use and tenure of lands, methods and purposes of alienation, guarantees of use in the interest of the population as a whole, building up of reserves of land for cultivation and re-settlement in case of overcrowding, bilateral agreements as to the use of land in a neighbouring territory to relieve population pressure, collective and co-operative cultivation, purchase or expropriation of unused privately-owned land reserves;
- (b) the establishment of comprehensive programmes for soil conservation and reconditioning, for the improvement of cultivation methods and crop selection, for the progressive mechanisation of agriculture where appropriate and the development of irrigation systems where necessary, for the setting up in rural areas of agricultural processing industries and of other industries using raw materials produced in the region;
- (c) the establishment of comprehensive programmes for the improvement of animal husbandry and of the use of land set apart for that purpose and for the production of animal proteins in general, whether in the form of cattle, poultry or fish;
- (d) the organisation of markets within easy reach of the agricultural producers;
- (e) improvement of local and main communications in order to facilitate the movement of agricultural products and the reduction of costs of transportation to the markets and of the number of middlemen;
- (f) the development of appropriate price and marketing policies, including co-operative marketing; and of credit facilities for farmers, including co-operative credit facilities;
- (g) the establishment, in rural areas, of suitable industries, both of the factory and of the handicraft type;

- (h) the introduction or development of technical training adapted to the needs of the rural communities and the establishment of agricultural and husbandry extension services;
- (i) revision of systems of taxation and labour levies of a nature which cause peasants and their families to seek wage-earning employment elsewhere or leave them insufficient time for agriculture itself;
- (j) the development of rural housing, educational, health and social welfare facilities, with particular attention to a progressively improved diet for the native population; and
- (k) the furthering of community development activities to raise living standards



Appendix II

The Committee of Experts on Social Policy in Non-Metropolitan Territories,

Considering that the migrations of workers from these territories may, if no effective measures are taken concerning them, lead to dangerous economic and social consequences,

Considering that this question has already been studied by the Committee of Experts at its First Session in London in March 1947 and by the African Labour Conference held at Elisabethville in July, 1950,

Considering that the Committee desires also that measures to improve conditions in rural areas from which migrant workers come should be examined jointly by the competent international organisations,

Considering that the measures to be taken for the protection of migrant workers, in particular on their journeys and during the period of their employment, should now be defined,

Suggests that the Governing Body of the International Labour Office should examine the possibility of submitting to a future session of the International Labour Conference the following conclusions, which might, if the Governing Body considers it advisable, take the form of a Recommendation:

I.

1. In the interest of the migrants and of the countries from which, within which, and into which migration takes place provision should be made by countries individually by laws or regulations or together by agreement, or by both these means combined, or otherwise for the protection of the migrants.
2. To this end the Governments concerned should give intensive and continuous regional, bilateral and unilateral consideration to the problem of migrant labour, with a view to appropriate regulation and adequate provision for migrant workers and their families<sup>1</sup>, whether recruited in their own districts or otherwise engaged on contract, or presenting themselves voluntarily at the place of employment.

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<sup>1</sup> The references to the worker's family in paragraphs 2, and 3 (a) and (c) do not entail any expression of view as to the desirability or otherwise of workers being accompanied by their families in particular circumstances.

II.

3. These provisions should be directed to the following objects:

- (a) to secure the welfare of the workers on their journeys to and from the country or place of employment, provision being made in particular for mechanical transport where practicable and for rest camps at suitable intervals along the route at which shelter, food, water and first-aid may be obtained, these facilities being extended to the workers' families<sup>1</sup>;
- (b) to protect the worker's health, and, if circumstances require, to provide for a period of acclimatisation before his beginning full employment, and in particular, in the case of a recruited worker or a worker on a contract longer than a minimum to be specified in each territory by the competent authority, to provide for his medical examination before his departure, or the commencement of his employment and again before his return;
- (c) to establish definite and satisfactory wages and other conditions of employment for the migrant, including consideration for the health, welfare, housing and feeding of himself and of his family, during his period of employment away from his home<sup>1</sup>;
- (d) to appoint, at the place of employment, welfare officers who are familiar with the languages and customs of the workers, to watch over their welfare and that of their families;
- (e) to secure that arrangements are made to facilitate the exchange of correspondence between workers and their place of origin and to enable workers to satisfy their legitimate intellectual and religious aspirations;
- (f) to facilitate the transmission of voluntary remittances from the worker to his family in his country of origin, and to secure that provision is made for the accumulation of deferred pay for the purpose, in normal circumstances, of its being paid to him on return to his home country, at a point as near as possible to his home; and
- (g) to establish adequate provisions for the return of a migrant worker and his family to his home, if such a return is not already provided for under his contract, after a period of service having lasted at least two years if the interest of the worker so requires.

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<sup>1</sup> The references to the worker's family in paragraphs 2, and 3 (a) and (c) do not entail any expression of view as to the desirability or otherwise of workers being accompanied by their families in particular circumstances.

III.

4. The special question of migrations which are not subject to control or are not amenable to control should be made a subject of unilateral, bilateral or regional action by the Governments of the territories of origin and destination, with a view to achieving a progressive limitation of such migration.

5. Nevertheless, these Governments should, in the meantime, strive to secure, so far as practicable, for the workers who migrate in such conditions protection comparable with that described in paragraph 3 above, sub-paragraphs (b) to (g) inclusive, unless application is thereby specifically excluded.

IV.

6. It is a desirable general aim of policy that workers should wherever practicable be established permanently in residence with their families at or near their places of employment, except where permanent employment is clearly against the interest of the worker and of his family, or of the economies of the territories concerned.

V.

7. With a view to achieving the aims set forth in the preceding articles, Governments should consider the advisability of such measures as development of town planning and housing programmes; further steps for the fixing and protection of wages; the setting up of public employment service systems where appropriate; further development of vocational and technical training, including apprenticeship schemes and in-plant training; further provisions for the access of indigenous workers to skilled employment; full rights of association of indigenous workers and freedom for all legitimate trade union activities; further development of welfare measures for workers and their families; development of co-operative undertakings; initial measures of social security and measures to promote permanent settlement as more fully indicated below.

8. The development of town planning and housing programmes should include:

- (a) schemes to ensure improvement of existing standards of housing and ancillary services not only in towns but also in villages near present or potential employment opportunities;
- (b) control of housing sites and standards of accommodation in such towns and villages;

- (c) priority in publicly financed building to family accommodation for the working populations;
- (d) control of rents of publicly financed housing to figures consistent with the wages earned by the various categories of workers;
- (e) programmes of financial aid for the provision of permanent accommodation of approved standards for workers; and
- (f) an inspection service to ensure enforcement of housing standards and regulations.

9. The further steps for the fixing and protection of wages should include:

- (a) adoption of a progressive scale of minimum wage rates calculated to enable a man starting unskilled work at least to meet his minimum requirements according to the standards accepted in the region and bearing in mind his family responsibilities;
- (b) the fixing from time to time of minimum wage rates in accordance with the above standards by wage-fixing authorities after consideration of budgetary surveys of household consumption in the region concerned; where practicable the employers and workers interested should participate in equal numbers and on equal terms in the application of the methods used to fix the rates;
- (c) steps to ensure that, except in special circumstances and for clearly defined purposes, advances to workers are limited to a small proportion of monthly earnings; and
- (d) enforcement of strictly cash terms for items purchased in stores attached to undertakings.

10. A public employment service system should be set up where appropriate, and should

- (a) consist of a central office for the territory as a whole and branch offices both in areas from which workers normally migrate and in employment centres so as to enable information of employment opportunities to be gathered and to be regularly disseminated in the districts from which labour normally comes to those centres;
- (b) maintain touch with employment services in other territories through bilateral or regional arrangements so that information can be provided as to employment opportunities or lack of them in other territories to which workers from particular areas habitually migrate;

- (c) where practicable, maintain vocational guidance facilities and arrangements for ascertaining general suitability of workers for particular employments; and
- (d) where practicable, seek the advice and co-operation of employers' and workers' organisations in the organisation and running of the service.

11. The further provisions for the access of indigenous workers to skilled employment should include<sup>1</sup>:

- (a) acceptance of the principles of equal opportunity for all sections of the population and of the abolition of any barriers established by law, custom or agreement, preventing or restricting access of any such section to particular types of jobs or employment as contrary to public policy;
- (b) measures to secure in practice the realisation of these principles and the increased performance of skilled work by indigenous workers such as:
  - (i) in all territories provision of equal access to technical and vocational training facilities for all workers;
  - (ii) in territories where barriers still exist but where there is no permanently settled class of non-indigenous workers and in new industrial enterprises anywhere, the opening of equal opportunities for all qualified workers to jobs requiring specified skills; and
  - (iii) in territories where there is a permanently settled and distinct class of non-indigenous workers, creation by stages of opportunities for advancement of indigenous workers to semi-skilled and skilled jobs.

12. The full rights of association of indigenous workers and freedom for all legitimate trade union activities in centres where migrants work, should include bargaining rights where unions are representative of the workers concerned.

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<sup>1</sup> See Mr. Smuts's reservation on page 33 of the Report.

13. The further development of welfare measures for workers and their families should include:

- (a) the fixing, if necessary after consultation with experts on an international basis, of the types and quantities of rations with which workers are to be supplied, with due allowance for the work performed;
- (b) the provision, wherever practicable, of one hot meal per day to workers, as part of the ration allowance;
- (c) measures to secure the supply of staple articles of workers' diet such as bread, meat or fish, cereals, vegetables and fruit at reasonable prices;
- (d) provision of infant medical care, school meals and other measures to counter malnutrition among children;
- (e) communal feeding facilities where practicable; and
- (f) provision of appropriate measures for workmen's compensation, medical care, industrial hygiene and accident prevention, including:
  - (i) first-aid, medical treatment and hospitalisation facilities in accordance with standards to be prescribed by the competent authority;
  - (ii) workmen's compensation for accidents and for industrial diseases;
  - (iii) measures to secure the health and safety of workers in their places of employment;
  - (iv) measures for reporting and investigating causes of accidents; and
  - (v) the collaboration of employers and workers in the promotion of safety measures.

14. The development of co-operative undertakings should include:

- (a) small livestock production, poultry farms, fish ponds and market gardens run on a co-operative basis;
- (b) retail stores run by workers' co-operatives; and
- (c) governmental assistance by training members of co-operatives, by supervising their administration and by guiding their activities.

15. The initial measures of social security should include:

- (a) organisation, in co-operation with the workers themselves, of friendly societies and works provident funds to permit of some provision for invalidity, old age and death as the forerunners of larger schemes on a local, district or territorial basis; and
- (b) in the absence of more appropriate facilities, the creation of pensioners' villages or settlements where enough land can be provided to enable small gardens to be established.

16. The measures to promote permanent settlement in the case of workers or groups of workers who are in employment which may become permanent in areas away from their home, should include:

- (a) arrangements for the supply at reasonable prices of adequate quantities of consumer goods, particularly of the kinds to which the workers are accustomed;
- (b) the allocation, wherever practicable, of a sufficient area of land for the production of foodstuffs; and
- (c) facilitating, wherever desirable, the establishment of tribal or other communal organisation.

## VI.

17. In order to prevent, as far as may be practicable, undesirable migrations of workers, the following measures should be considered:

- (a) the limitation of recruiting activities to areas wherein there is a surplus of manpower; and
- (b) the better economic utilisation of manpower and the increase of its productivity, in particular by way of better organisation of work, improved training, better direction and supervision and also increased mechanisation.

Appendix III

The Committee of Experts on Social Policy in Non-Metropolitan Territories,

Considering that expansion of technical and vocational training facilities and the raising of the general level of technical knowledge and its practical application are necessary to meet the requirements of economic development and are among the most important means of raising living standards in non-metropolitan territories;

Considering that the direction and rate of this expansion are closely linked with a number of other aspects of the economic and social structure of the communities concerned;

Recommends

That the authorities responsible for the framing and execution of technical and vocational training policies in non-metropolitan territories should give particular attention to the following considerations of policy:

1. Training programmes should be planned to provide a flow of skilled workers of all types as required by the economy of the territory concerned, such needs to be determined by appropriate surveys and studies. On this basis training facilities should be available:

- (a) in agriculture, in arts and crafts and in industry;
- (b) for women and girls as well as for men and boys;
- (c) for the exercise of independent activities as well as for wage-earning employment; and
- (d) for the peoples of the territories, at all levels, including training for supervisory and management functions.

2. Vocational guidance and employment counselling facilities should be made available for persons intending to enter upon vocational training courses.

3. Basic general education is essential and complementary to effective vocational training and programmes for the expansion of general education and vocational training should be co-ordinated. Vocational training courses should follow or include such basic education as the educational level of the trainees and the nature of the training require. Courses of basic education should include elementary training in practical subjects.



4. Technological and scientific training should receive emphasis in the planning of higher education.
  5. The competent authority should ensure that, both in training institutions and under apprenticeship arrangements, there is a balance between theoretical and practical training appropriate to the requirements of the trade or occupation concerned and that in-plant training is encouraged whenever appropriate.
  6. For occupations in which apprenticeship is the most appropriate medium of training, there should be adequate regulation and supervision of apprenticeship courses and contracts by the competent authority.
  7. Where no adequate arrangements exist for the grading of workers, consideration should be given to the establishment of systems whereby workers can obtain certificates of proved competence valid for the territory as a whole.
  8. All practicable measures should be taken to ensure that all training facilities and opportunities of employment when training is completed are in practice equally available to all sections of the community.
  9. Advisory bodies to co-ordinate vocational training activities should be established in which representatives of employers and workers, including representatives of their respective organisations where such exist, as well as of the Government departments concerned and of relevant private and voluntary agencies should be invited to participate.
  10. The building-up of a body of competent vocational training instructors should be encouraged by suitable measures, for example, the institution of adequate training facilities and satisfactory status, opportunities and conditions of employment for instructors.
  11. Every effort should be made by the competent authorities to supplement the resources available to them for vocational training; in particular, the possibility of the collaboration of Governments in this field on a regional basis and the utilisation of programmes such as the Expanded Programme of Technical Assistance of the United Nations and the Specialised Agencies should receive their consideration.
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Appendix IV

The Committee of Experts on Social Policy in Non-Metropolitan Territories,

Considering that the preparatory study on technical and vocational training problems laid before it, while providing a basis for the enunciation of certain general principles of policy, could with value be expanded for the purpose of enabling the Committee at a future date to give the subject more detailed examination;

Considering that the experience of the I.L.O. both in elaborating detailed policies for the development of vocational training arrangements and in providing technical assistance for the implementation of those policies could be utilised to a wider extent in non-metropolitan territories,

Recommends that the future action of the I.L.O. in this field in respect of non-metropolitan territories should include:

1. The preparation of a study by the Office for submission to the next session of the Committee. This study should include:

- (a) a detailed survey of training facilities and the progress made in the intervening period in this respect, including special training for physically handicapped persons;
- (b) a general analysis of methods used in pursuance of the objective of raising the level of technical knowledge and its practical application in under-developed areas, with particular emphasis upon methods used in training in agriculture and for the exercise of independent activities;
- (c) an analysis of the extent to which the body of principles established in regard to vocational training by I.L.O. meetings has received application in non-metropolitan territories;
- (d) an account of any relevant measures of technical assistance afforded to non-metropolitan territories in this sphere by the I.L.O. or other bodies and of any other field studies including vocational training problems which have been undertaken by the I.L.O. in non-metropolitan territories.

2. The fullest possible co-operation of the I.L.O. in regard to any requests for assistance, whether under its normal programme or under the Expanded Programme of Technical Assistance of the United Nations and the Specialised Agencies, made on behalf of non-metropolitan territories in the field of manpower, with particular reference to the carrying out of manpower surveys and the development of vocational training programmes.

3. Consultation by the Governing Body of the interested Governments on the possibility of the I.L.O. convening regional study conferences (seminars) on vocational training for or including non-metropolitan territories.

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