



## FOURTEENTH ITEM ON THE AGENDA

**Report of the Committee on Sectoral and Technical Meetings and Related Issues*****Contents***

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1. The Committee on Sectoral and Technical Meetings and Related Issues met on 10 November 2000 and was chaired by Mr. Navikas (Government, Lithuania). The Employer and Worker Vice-Chairpersons were Mr. Jeetun and Mr. Zellhoefer respectively.

## Introduction

2. The representative of the Director-General (Ms. Hagen, Executive Director for Social Dialogue) stressed the important task at hand of determining the choice of sectoral meetings and their agendas for the next biennium. She highlighted the role of the Sectoral Activities Programme in mobilizing support for the development of the appropriate institutions, machinery and processes for sectoral social dialogue, whether at the global, regional, subregional, national, or even the enterprise level. Social dialogue was an effective means of ensuring that the ILO's commitment to decent work was fully operationalized. This meant the creation and maintenance of jobs as the basis of dignity for all, and included the realization of basic rights at work and the achievement of decent conditions at work, as well as a suitable framework for effective social dialogue. In the preparations by the Office for the strategic policy framework that the Programme, Financial and Administrative Committee was to consider at the present session of the Governing Body, it had become apparent that the Director-General's vision for operationalizing decent work required a comprehensive review of all ILO activities.
3. The Director-General recognized the importance of the Sectoral Activities Programme to this evolving vision, which was moving towards a more complete integration of the four strategic objectives of the Organization. He had hence realized that a more comprehensive review of the programme, including extensive consultations with constituents, was needed than was feasible before the present session and that such a review would benefit from the Governing Body's discussion on the strategic policy framework. Meanwhile, many improvements and innovations had been introduced by the programme in terms of coordination with the partners in the Social Dialogue Sector, the three other technical sectors of the ILO and with the field. Electronic and video conferencing had been used to enhance the work of the meetings, and reports, conclusions and resolutions regularly appeared on the website as soon as they were available. Points for discussion were included in the invitations to the meetings so as to facilitate the identification and designation of participants who could make a knowledgeable contribution to the meetings. A first issues paper had been introduced at a recent meeting to replace the traditional background report, and was well received.
4. Ms. Hagen explained that the proposals for meetings for the next biennium were placed within the new strategic policy framework of the Organization as a whole and the Social Dialogue Sector in particular. The topics focused on one or more strategic objectives, provided sectoral coverage of work organization, employment, industrial relations and social dialogue, human resource development, equal opportunities, globalization, basic workers' rights, social protection, occupational safety and health, training, information and communications, with gender as a cross-cutting theme. In addition, there were opportunities for the development of regional and subregional sectoral activities in parallel with those at the global level, as well as opportunities for the integration of sectoral activities in the work to operationalize decent work at the national level.

## I. Review of the Sectoral Activities Programme

5. The Committee had before it a paper prepared by the Office <sup>1</sup> that referred to the previous paper <sup>2</sup> discussed at the 277th Session (March 2000). <sup>3</sup> In view of the fact that the Director-General had decided to hold further consultations mentioned by the Executive Director for Social Dialogue, a follow-up paper had not been prepared. The Office would welcome the Committee's views on the proposed consultations.
6. Mr. Jeetun (Employer Vice-Chairperson) recalled the extensive discussions that had taken place in March 2000 and the subsequent agreement that sectoral meetings were a unique means of bringing sectoral participants together for social dialogue in a tripartite format. The Office paper and the report of that discussion had provided a good basis for a review. Since social dialogue was one of the strategic objectives, the Sectoral Activities Programme was well suited to achieving it. The Committee had agreed that sectoral meetings and appropriate follow-up were key elements in this process. It had been agreed that follow-up could include regional or national meetings but that these should not supplant the larger, global meetings. The experience of recent, improved meetings reinforced this view. Sectoral meetings were a true window on the real world for the ILO. They made it possible to obtain a clear idea of what was happening at workplaces and provided an opportunity for all to understand the various challenges and developments, particularly at a time of increasing globalization. The Governing Body and Committee represented ILO constituents, and should therefore be included in any consultations that took place. The Committee had an active role to play regarding the structure and performance of the Sectoral Activities Programme.
7. Mr. Zellhoefer (Worker Vice-Chairperson) recalled the statement made on behalf of the Worker members in March 2000 that much of the work of the Sectoral Activities Programme was directly concerned with social dialogue. He supported plans to integrate the Sectoral Activities Programme fully with the other strategic objectives and the achievement of the decent work agenda. He recalled the previous discussions that had welcomed the increasing use of new technologies, such as video-conferences and the publication of information on the Internet. He also reminded the Committee of the need for more comprehensive follow-up activities, while ensuring that meetings that were part of them did not supplant the principal meetings for each sector. Sectoral activities went beyond meetings, they provided the ILO with the opportunity to show its relevance to its constituents – working people. The closer the ILO got to the shop floor, the more effective it would be. There should be two-way cooperation with the other three sectors and with the InFocus programmes. Moreover, increased cooperation with other organizations at the global and regional level on sectoral issues could improve the promotion of ILO policies and instruments and, through cost-sharing, lead to greater efficiency and effectiveness. The Director-General should look closely at how this might be achieved. Unfortunately the Sectoral Activities Programme had often been more adversely affected by resource constraints than some others. Conclusions from meetings would only be effective if they received follow-up, and adequate resources needed to be earmarked for this to be ensured. He hoped a new paper that reflected the outcome of the consultations would be available in March. If not, he asked for a progress report. This request was supported by the Employers' group.

<sup>1</sup> GB.279/STM/1.

<sup>2</sup> GB.277/STM/1.

<sup>3</sup> GB.277/14.

8. The Executive Director for Social Dialogue stated in reply that the flexibility provided by confirming six meetings for 2002 would provide adequate time for full consultations to be held on the programme. She did not rule out the possibility of consultations extending beyond March, but noted that the programme and budget process meant that some action had to be taken by then. The programme and budget document would ensure that there was adequate flexibility to facilitate the consultations. A progress report would be provided to the Committee in March.
9. The representative of the Government of Germany, speaking on behalf of the IMEC Government members, welcomed the information in the introductory remarks by the Executive Director and was interested to hear of the efforts to integrate the Sectoral Activities Programme into the work on the strategic objectives. He regretted that the Office had not prepared a new document. A paper on follow-up activities <sup>4</sup> had demonstrated that the activities and their results had improved. Sectoral meetings continued to be an important part of the ILO's activities, but success also depended on follow-up action. If experts were to take part in meetings and set the framework for follow-up, it was important for the documents to be available well in advance so that participants could make adequate preparations. The use of new technologies for disseminating information was encouraging, and should be increased. There had been no agreement on the use of savings arising from the absence of Employers' or Workers' delegates at meetings. Information on the extent of such savings and what had happened to them should be included in the forthcoming paper so that the Committee could discuss how best to make use of them. There would be no increased resources for the Sectoral Activities Programme, so any additional activity had to be funded from existing resources. If the programme was not fully integrated into the work of the other three sectors and the strategic objectives, it risked being completely marginalized. He was dismayed that there was virtually no mention of sectoral activities in the documents before the Programme, Financial and Administrative Committee. He noted that the sectoral specialists had other follow-up work to undertake while preparing reports for meetings every four years or so. This work could usefully include smaller workshops and seminars. He requested that a document on follow-up activities that enabled the Committee to see what work the specialists did other than prepare reports for meetings be prepared for the Governing Body session in March or November 2001.
10. The representative of the Government of the United Kingdom agreed that the proposed consultations should be as broad as possible and include the members of the Committee. He supported the request for a progress report in March 2001. He also supported the call for more information to be supplied earlier so that expert delegates could be selected. His Government found it increasingly difficult to find qualified delegates to take part in sectoral meetings; just recently it had had to withdraw from a meeting. It was therefore essential that the review examined means to ensure that meetings were recognized as being attractive and useful for government experts to attend.
11. This view was echoed by the representative of the Government of Switzerland, which had experienced similar problems in finding delegates. If follow-up activity could not be foreshadowed with any certainty, it was hard to convince people of the benefits of participating in meetings. Moreover, without having the report well in advance, it was impossible to gauge the topics to be covered and find the correct people. For example, his Government had been requested to nominate within two weeks a participant to a meeting in April 2000, without having any idea of what was in the report.

<sup>4</sup> GB.277/STM/2.

- 12.** The representative of the Government of the United States welcomed the proposed review and looked forward to a progress report in March 2001.
- 13.** In response to a question by the representative of the Government of Germany, the Director of the Sectoral Activities Department confirmed that, apart from the chairperson appointed by the Governing Body, Employers' and Workers' participants in sectoral meetings whose fares were paid by the Office travelled in economy class. In reply to remarks about the late receipt of reports for meetings, he appreciated the need for timeliness. Notwithstanding the increased documentation that the Office was required to produce, he undertook to seek better coordination Office-wide to meet the commitment to have reports available well in advance of each sectoral meeting.
- 14.** Mr. Zellhoefer underscored the Workers' support for the concept of integrating decent work into sectoral activities. However, the work of the Department should not, under any circumstances, be diluted by dispersing it among other departments. There was already widespread support for ensuring follow-up activities, including specific requests from three recent sectoral meetings for small tripartite forums to develop strategies between meetings. He commended these suggestions to the attention of the Director-General.
- 15.** The representative of the Government of Germany, speaking on behalf of the IMEC Government members, stressed that in addition to integrating the Sectoral Activities Programme into the broader work of the Office, the other three sectors had to take account of and act on the conclusions and resolutions adopted at sectoral meetings. He cited IPEC and SafeWork in this regard.
- 16.** The Chairperson said that the consensus on the importance of the Sectoral Activities Programme and sectoral meetings reached in March 2000 had been confirmed. Increased follow-up activity was necessary, but not at the expense of major meetings. There was a clear need for information on meetings to be sent as far in advance as possible if participation was to be effective. The need to examine how to use any savings arising from the meetings was still a matter for consideration. These and other issues should be covered by the proposed consultations, which should include the members of the Committee, and be included in the progress report requested for March 2001.
- 17.** The Committee took note of the paper.

## **II. Programme of sectoral meetings, 2002-03**

- 18.** The Committee had before it a paper<sup>5</sup> containing 25 proposals for meetings for 11 sectors considered in rotation for the programme of sectoral meetings for 2002-03, each sector having presented at least two proposals. In addition, eight proposals for an additional meeting selected for a sector not receiving regular coverage, for a meeting of the maritime sector, or for a meeting of a cross-sectoral nature were made. In order to provide increased flexibility in determining the sectoral meetings and their agendas for the next biennium, the meetings retained for 2003 would be subject to confirmation at the Governing Body session in November 2001.
- 19.** Mr. Jeetun thanked the Office for the proposals. While some meeting proposals were very clear, others had largely negative descriptions or were the subject of broad, sweeping statements with which the Employers' group did not agree. He stressed the preference of

<sup>5</sup> GB.279/STM/2.

the Employers' group for tripartite meetings, regardless of the issues or sectors to be covered, whether public service, health or education. In addition, sectoral meetings were excellent opportunities for exchanges of information, consultation and social dialogue on real workplace issues, but should not be used as forums for the promotion of the ratification of standards. The preferences of the Employers were as follows:

- Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
  - Employment effects of mergers and acquisitions in commerce;
  - The future of employment in the tobacco sector;
  - Social dialogue in the health services: Institutions, capacity and effectiveness;
  - Lifelong learning in the mechanical and electrical engineering industries;
  - New mining technology: Its impact on training and employment;
  - Social and labour issues arising from oil and gas production in remote regions;
  - Training and social dialogue in the telecommunications industry;
  - National social dialogue in public service reform;
  - The restructuring of civil aviation: Consequences for management and personnel;
  - Regulation of public utilities: Consequences for employment, wages and working conditions (amended to replace "Regulation" by "Restructuring" in the title);
  - Social dialogue in the information and communication industries.
- 20.** Mr. Zellhoefer recalled that the nature and composition issues would be decided at the next meeting of the Committee in March 2001. He stressed that cross-cutting issues such as the gender dimension and equity needed to be emphasized in a greater number of meeting proposals. He did not agree with the Employers' group that statements in the Office paper went too far. They were conditional and set the scene for the preparation of a balanced report. Moreover, many of the Conventions that were cited for promotion in possible follow-up activities were the core Conventions that all member States had an obligation to respect. It was for the meetings themselves to determine the nature of the conclusions and resolutions, and for governments to consider the effect to be given to them. He also pointed out that sectoral activities – and not just meetings – had to be reinforced if effective follow-up were to be given to conclusions. The whole Office had a responsibility to ensure greater coordination and cooperation with the Sectoral Activities Programme so as to better implement and give effect to conclusions. His group's preferences were as follows:

- Industrial relations challenges in the global chemicals sector;
- Employment effects of mergers and acquisitions in commerce;
- The future of employment in the tobacco sector;
- Social dialogue in the health services: Institutions, capacity and effectiveness;
- The impact of globalization on employment and rights at work in the mechanical and electrical engineering industries;

- Mining (coal mines and other mines) (it was proposed to merge the topics of the three meetings proposed for discussion);
- Working time in the mining industry: Labour and social effects;
- Mining and the environment: Implications for employment and training;
- New mining technology: Its impact on training and employment;
- Oil refining; oil and gas production (it was proposed to merge the topics of the two meetings proposed for discussion);
- Promotion of good industrial relations practices in oil refining;
- Social and labour issues arising from oil and gas production in remote regions;
- Employment, employability and equal opportunities in the postal and telecommunications services (on the understanding that the meeting would need to be large enough to deal separately with distinct issues in the postal and telecommunications areas);
- Basic workers' rights for uniformed employees in the public service;
- The restructuring of civil aviation: Consequences for management and personnel;
- Regulation of public utilities: Consequences for employment, wages and working conditions;
- Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work.

**21.** The Workers' group supported proposals for three smaller meetings, which were not costly and for which financing could be found:

- Labour practices in the gemstone cutting and polishing industry;
- Meeting of experts on the inspection of seafarers' living and working conditions;
- Meeting of experts to revise *Safety and health in dock work: An ILO code of practice*.

**22.** Based on the successful holding of a recent meeting that had been jointly funded, it was suggested that the Office seek opportunities for cooperation with other agencies, or even within the Office, in order to hold these three meetings during the biennium.

**23.** The representative of the Government of Ghana, speaking on behalf of the African Government members, said that the preferences of her group were as follows:

- Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
- Employment effects of mergers and acquisitions in commerce;
- The future of employment in the tobacco sector;
- Social dialogue in the health services: Institutions, capacity and effectiveness;

- Mechanical and electrical engineering industries (it was proposed to merge the topics of the two meetings proposed for discussion);
  - The impact of globalization on employment and rights at work in the mechanical and electrical engineering industries;
  - Lifelong learning in the mechanical and electrical engineering industries;
  - New mining technology: Its impact on training and employment;
  - Social and labour issues arising from oil and gas production in remote regions (see paragraph 24 below);
  - Training and social dialogue in the telecommunications industry;
  - National social dialogue in public service reform;
  - Transport: the merging of the topics of the two proposed meetings was proposed;
  - The restructuring of civil aviation: Consequences for management and personnel;
  - Social protection and decent work in the road transport sector;
  - Regulation of public utilities: Consequences for employment, wages and working conditions;
  - Other industries and topics (merging of the topics of the two proposed meetings to be discussed);
  - Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work;
  - Engendering decent work in services sectors.
- 24.** Their support for the proposal concerning social and labour issues arising from oil and gas production in remote regions was made in view of the need to avoid creating conflicts in remote regions and to limit environmental and health problems, and the African governments suggested that representatives of local communities should be included in the Government delegations to the meeting.
- 25.** The representative of the Government of Germany raised the difficulty of finding good experts on the topics and sectors chosen, as the success of the meetings depended on the quality of the people attending. He warned against merging too many topics and creating broad subjects, as it would further hinder the selection of experts. He endorsed the following topics:

- Social and employment dimensions of e-commerce (with a proviso to include the protection of personal data);
- Employment, employability and equal opportunities in the postal and telecommunications services;
- Basic workers' rights for uniformed employees in the public service;
- Social protection and decent work in the road transport sector;

- Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work;
- Meeting of experts on the inspection of seafarers' living and working conditions;
- Meeting of experts to revise *Safety and health in dock work: An ILO code of practice*.

**26.** The representative of the Government of Switzerland expressed his support for the following topics:

- Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
- Social and employment dimensions of e-commerce;
- Globalization and employment in the drink industry;
- Lifelong learning in the mechanical and electrical engineering industries;
- Liberalization in the postal industry: Impact on employment and work organization of privatization, alliances and competition;
- National social dialogue in public service reform;
- The restructuring of civil aviation: Consequences for management and personnel;
- Regulation of public utilities: Consequences for employment, wages and working conditions;
- Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work.

**27.** The representative of the Government of France said that his country's preferences were based on the relevance of the topics to the issues of globalization, the practical outputs that could be generated by the meetings, such as guidelines or codes of practice, and the overall thrust of the topics in keeping with the general aims of the ILO. Their preferences were as follows:

- Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
- Social and employment dimensions of e-commerce;
- Globalization and employment in the drink industry;
- Changing labour markets in the health services: What consequences for human resource development, professional standards and working conditions?;
- The impact of globalization on employment and rights at work in the mechanical and electrical engineering industries;
- Lifelong learning in the mechanical and electrical engineering industries;
- Working time in the mining industry: Labour and social effects;
- Social and labour issues arising from oil and gas production in remote regions;

- Liberalization in the postal industry: Impact on employment and work organization of privatization, alliances and competition;
- Basic workers' rights for uniformed employees in the public service;
- Social protection and decent work in the road transport sector;
- Global multi-utility (infrastructure) companies: Equal treatment for all workers?;
- Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work.

**28.** The representative of the Government of Indonesia supported the following choices:

- Industrial relations challenges in the global chemicals sector;
- Employment effects of mergers and acquisitions in commerce;
- The future of employment in the tobacco sector;
- Changing labour markets in the health services: What consequences for human resource development, professional standards and working conditions?;
- Lifelong learning in the mechanical and electrical engineering industries;
- Mining and the environment: Implications for employment and training;
- Oil refining; oil and gas production (it was proposed to merge the topics of the two meetings proposed for discussion);
- Promotion of good industrial relations practices in oil refining;
- Social and labour issues arising from oil and gas production in remote regions;
- Employment, employability and equal opportunities in the postal and telecommunications services;
- National social dialogue in public service reform;
- Social protection and decent work in the road transport sector;
- Regulation of public utilities: Consequences for employment, wages and working conditions;
- Social dialogue in the information and communication industries.

**29.** The representative of the Government of Korea had the following preferences:

- Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
- Social and employment dimensions of e-commerce;
- The future of employment in the tobacco sector;

- Changing labour markets in the health services: What consequences for human resource development, professional standards and working conditions?;
- Lifelong learning in the mechanical and electrical engineering industries;
- Mining (coal mines and other mines) (it was proposed to merge the topics of the two meetings proposed for discussion);
- Working time in the mining industry: Labour and social effects;
- Mining and the environment: Implications for employment and training;
- New mining technology: Its impact on training and employment;
- Oil refining; oil and gas production (it was proposed to merge the topics of the two meetings proposed for discussion);
- Promotion of good industrial relations practices in oil refining;
- Social and labour issues arising from oil and gas production in remote regions;
- Training and social dialogue in the telecommunications industry;
- National social dialogue in public service reform;
- The restructuring of civil aviation: Consequences for management and personnel;
- Regulation of public utilities: Consequences for employment, wages and working conditions;
- Social dialogue in the information and communication industries.

**30.** The representative of the Government of the Russian Federation stated the following preferences:

- The future of employment in the tobacco sector;  
or
- Globalization and employment in the drink industry;
- Social dialogue in the health services: Institutions, capacity and effectiveness;  
or
- Changing labour markets in the health services: What consequences for human resource development, professional standards and working conditions?;
- Mining (coal mines and other mines): it was proposed to merge the topics of the three meetings proposed for discussion;
- Working time in the mining industry: Labour and social effects;
- Mining and the environment: Implications for employment and training;
- New mining technology: Its impact on training and employment;

- Oil and gas (it was proposed to merge the topics of the two meetings proposed for discussion);
- Promotion of good industrial relations practices in oil refining;
- Social and labour issues arising from oil and gas production in remote regions;
- The restructuring of civil aviation: Consequences for management and personnel;  
or
- Social protection and decent work in the road transport sector;
- Regulation of public utilities: Consequences for employment, wages and working conditions.

**31.** The representative of the Government of the Russian Federation also expressed support for the following meetings:

- Meeting of experts to develop a code of practice on telework/on-line work;
- Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work;
- Meeting of experts on the inspection of seafarers' living and working conditions;
- Meeting of experts to revise *Safety and health in dock work: An ILO code of practice*.

**32.** The representative of the Government of Mexico expressed support for the following:

- Social and employment dimensions of e-commerce;
- Social and labour issues arising from oil and gas production in remote regions.

**33.** The representative of the Government of China expressed his Government's support for the following topics:

- Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
- Social and employment dimensions of e-commerce;
- Globalization and employment in the drink industry;
- Changing labour markets in the health services: What consequences for human resource development, professional standards and working conditions?;
- Lifelong learning in the mechanical and electrical engineering industries;
- Mining and the environment: Implications for employment and training;
- Social and labour issues arising from oil and gas production in remote regions;
- Employment, employability and equal opportunities in the postal and telecommunications services;

- National social dialogue in public service reform;
  - The restructuring of civil aviation: Consequences for management and personnel;
  - Regulation of public utilities: Consequences for employment, wages and working conditions;
  - Social dialogue in the information and communication industries.
- 34.** The representative of the Government of the United States stressed the need to concentrate resources on priority objectives and results-oriented activities. As a result, his Government supported one proposal:
- Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work.
- 35.** Following informal consultations between the Employer and Worker members, and bearing in mind the preferences expressed by the Government representatives, the following agreement on the programme of meetings was announced based on the views expressed by members of the three groups:

### ***Meetings to be held in 2002***

- Health services: Social dialogue in the health services: Institutions, capacity and effectiveness
- Mechanical and electrical engineering industries: Lifelong learning in the mechanical and electrical engineering industries
- Mining (coal and other mines): The evolution of employment, working time and training in the mining industry
- Oil refining: oil and gas production: Promotion of good industrial relations in oil and gas production and oil refining
- Postal and other communications services: Employment, employability and equal opportunities in the postal and telecommunications services
- Transport: The restructuring of civil aviation: Consequences for management and personnel.

### ***Meetings to be held in 2003***

- Chemical industries: Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries
- Commerce: Employment effects of mergers and acquisitions in commerce
- Food, drink and tobacco: The future of employment in the tobacco sector
- Public service: National social dialogue in public service reform
- Utilities: Restructuring and regulation of public utilities – Consequences for employment, wages and working conditions

- Other industries and topics – Service sector: Meeting of experts to develop a code of practice on violence and stress – a threat to productivity and decent work
- 36. *The Committee on Sectoral and Technical Meetings and Related Issues recommends to the Governing Body that the 12 sectoral meetings listed in paragraph 35 above be included in the Programme and Budget proposals for 2002-03 under major programme 100 (Sectoral activities).***

### **III. Effect to be given to the recommendations of sectoral meetings**

- (a) Symposium on Information Technologies in the Media and Entertainment Industries: Their impact on Employment, Working Conditions and Labour-Management Relations (Geneva, 28 February-3 March 2000)**

37. The Committee had before it the final report<sup>6</sup> of the above Symposium.
38. Mr. Simanjuntak (Government, Indonesia), who had acted as Chairperson of the Meeting, informed the Committee of its success in covering trends in the media and entertainment industries and their consequences in the industrialized and developing countries, and invited the Committee to endorse the point for decision in the covering paper.
39. Mr. Jeetun complimented Mr. Simanjuntak on his work as Chairperson of the meeting, emphasized its positive evaluation, as reflected in the replies to the questionnaire distributed to the participants at the end of the meeting, and endorsed the point for decision.
40. Mr. Zellhoefer recalled that important decisions had been taken at the meeting and that the ILO had been asked to make a number of commitments, including research on training in the sector; starting initiatives to adapt health and safety practices to new technology; seeking to sponsor new forms of social dialogue at regional and global levels with the workers' organizations and management of some of the world's largest global media conglomerates; undertaking further research on the contractual arrangements of media and entertainment workers regardless of their legal status; and examining social security issues and equal opportunity in the sector. In addition, the Workers' representatives participating in the meeting had asked the ILO to pledge more resources to address labour relations issues in the emerging information society and urged the recognition of intellectual property as a labour issue. A future tripartite meeting on the challenges of the new economy in the graphical sector was supported, as well as a major study to be commissioned dealing with the contracts and employment conditions of writers and directors in various regions worldwide. The Workers' group endorsed the point for decision.
41. The representative of the Government of Ghana, speaking on behalf of the African Government members, supported the conclusions of the meeting. She welcomed the conclusion that the ILO should facilitate the access of developing countries to new information technology, but urged the Organization to liaise with international partners to

<sup>6</sup> SMEI/2000/7, appended to GB.279/STM/3/1.

upgrade Africa's skills and provide the tools needed within the framework of technical cooperation.

**42. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body –***

**(a) *authorize the Director-General to communicate the report –***

**(i) *to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;***

**(ii) *to the international employers' and workers' organizations concerned;***

**(iii) *to the international organizations concerned;***

**(b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Symposium in its conclusions.***

**(b) *Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel (Geneva, 10-14 April 2000)***

**43.** The Committee had before it the *Note on the Proceedings*<sup>7</sup> of the above joint meeting.

**44.** Mr. de Arbeloa (Employer member) who had acted as Chairperson of the meeting, gave a brief account of the proceedings and reminded the Committee of the important role of education in combating poverty and unemployment, and the need for educators to be active partners in salary reviews and decisions. He regretted that the International Training Centre of the ILO, Turin, had participated only through video-conferencing, and hoped to see a Turin representative at the next meeting.

**45.** Mr. Jeetun thanked Mr. de Arbeloa for his work as the Chairperson of the meeting. The Employers' group welcomed the outcome of the meeting, in particular the conclusions and resolution.

**46.** Mr. Zellhoefer recalled that the Worker participants in the meeting had emphasized the vitally important role of the public system in the many different forms of education, and expressed the concern of the Workers' participants about moves to cut public investment in education and training, turn education and training into business for profit, and to treat education and training as a global market like any other. Mr. Zellhoefer stressed the importance of many points of the conclusions, and endorsed the point for decision.

**47.** The representative of the Government of Ghana, speaking on behalf of the African Government members, stated that the education sector in Africa had been adversely affected by the conditions prescribed by the World Bank and the IMF for economic restructuring. She noted that in view of the resolution adopted by the meeting, the ILO and the international financial institutions may wish to assist Africa with the financial, material

<sup>7</sup> JMEP/2000/10, appended to GB.279/STM/3/2.

and technical resources needed to promote lifelong education and training, in particular for girls.

**48. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body –***

- (a) *authorize the Director-General to communicate the Note on the proceedings:*
  - (i) *to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;*
  - (ii) *to the international employers' and workers' organizations concerned;*
  - (iii) *to the international organizations concerned;*
- (b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 23 of the conclusions and the relevant part of the resolution.*

**(c) Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment (Geneva, 8-12 May 2000)**

- 49. The Committee had before it the *Note on the Proceedings*<sup>8</sup> of the above meeting.
- 50. Mr. Patel (Worker member), who had acted as the Chairperson of the meeting, said that the transport equipment manufacturing (TEM) industry was among one of the most globalized sectors of the world economy and one of its key innovators in terms of production services and information technologies. Mergers, acquisitions, and new alliances were at the heart of the global discussions on collective agreements.
- 51. Mr. Zellhoefer congratulated Mr. Patel on his work as Chairperson of the meeting and drew attention to the resolution that it had adopted, which called on the ILO Governing Body to set up a database of social and economic statistics on the TEM industry, which could then form part of the agenda of the next TEM meeting.
- 52. Mr. Jeetun congratulated Mr. Patel for his work as Chairperson of the meeting and fully endorsed the point for decision.
- 53. The representative of the Government of Ghana, speaking on behalf of the African Government members, said that as a continent aspiring to industrialization, the TEM industries could provide job opportunities and boost economic development. She stressed Africa's concern that industrial activities not be detrimental to the environment, health and economy of developing countries. The needs of the informal sector also had to be taken into account.
- 54. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body –*

<sup>8</sup> TMTE/2000/11, appended to GB.279/STM/3/3.

- (a) authorize the Director-General to communicate the Note on the proceedings:
  - (i) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;
  - (ii) to the international employers' and workers' organizations concerned;
  - (iii) to the international organizations concerned;
- (b) request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 8, 15 and 16 of the conclusions, and in the relevant part of the resolution.

#### IV. Other questions

- 55. The Chairperson of the Committee reminded the members that this was the last time that Ms. Hagen would attend the Committee, and thanked her on behalf of the Committee for her contribution to its work and to the Sectoral Activities Programme.
- 56. On behalf of the Workers' group, Mr. Zellhoefer congratulated Ms. Hagen on her fine work in the ILO and especially her recent role as Executive Director of the Social Dialogue Sector. He wished her the very best in her future undertakings outside the ILO, and understood that she would continue to work in areas close to the ILO and its activities.
- 57. The Employer Vice-Chairperson also thanked Ms. Hagen for her great sensitivity in dealing with sectoral issues, and assured her of the respect and admiration of the Employers' group.
- 58. Ms. Hagen thanked all the speakers for their warm wishes, and looked forward to working in tandem with the ILO. She stressed that the social dialogue that occurred at sectoral meetings was crucial to the work of the ILO and to decent work for all.
- 59. The Chairperson invited the members of the Committee to view a recently released video prepared by the ILO Sectoral Activities Department and the Bureau for Public Information, entitled *The Shipbreakers*.

Geneva, 14 November 2000.

Points for decision: Paragraph 36;  
Paragraph 42;  
Paragraph 48;  
Paragraph 54.