



## SEVENTH ITEM ON THE AGENDA

**Topics for sectoral action programmes  
and meetings in 2004-05**

1. At its 286th Session (March 2003), the Governing Body approved a number of changes to the Sectoral Activities Programme in 2004-05 and agreed that, following tripartite consultations, some of the suggestions be further developed for agreement at a subsequent sitting of the Governing Body.<sup>1</sup>
2. Activities in 2004-05 for three sectors (basic metals, forestry and wood, and transport equipment manufacture) were not agreed at that time, and the Office was requested to develop proposals through tripartite consultations. Activities for two unspecified sectors also remained to be developed. Proposals are set out below in three sections.

**I. Planning meetings and year-long action programmes**

3. The Governing Body agreed that small tripartite meetings be held in 2004 to develop year-long action programmes for the construction, financial and professional services and hotel, catering and tourism sectors to be undertaken in 2005, and that topics for consideration be developed through tripartite consultation and presented to the Governing Body for approval.<sup>2</sup> A proposal for the construction sector is set out below. Proposals for the other two sectors are still being developed through consultations and will be presented to the Governing Body for approval in November 2003.

**Construction**

## Proposed action

4. As a result of collaboration between the Sectoral Activities Department and the Employment Intensive Investment Programme of the Employment Sector, it will be possible to hold the planning meeting in 2003 at no cost to the budget for the action

<sup>1</sup> GB.286/16, para. 32.

<sup>2</sup> GB.286/16, para. 32(b).

programme to be undertaken in 2004-05. The purpose of the meeting would be to develop an action programme to promote decent work in the construction sector that would be undertaken in a small number of developing countries in different regions.

5. Following consultations, three broad aims for the action programme have been identified:
  - to create an enabling environment for sustainable development in the construction industry;
  - to support workers' rights and raise the quality of jobs in construction; and
  - to increase investment and employment in the construction sector.
6. Since the specific objectives of the programme will depend on the local context and priorities, it is proposed that a tripartite meeting be held in 2003 to develop and agree national action programmes that will be undertaken in 2004-05 in countries that participate in the planning meeting.
7. After further consultations with the social partners and the government coordinators on the countries to be invited to the planning meeting, and other details, a proposal for the meeting will be submitted to the Officers of the Governing Body in the normal way.

## II. Three remaining sectors

8. The Governing Body agreed that activities for the three remaining sectors for consideration in 2004-05 be developed through tripartite consultations and be presented to it for approval.<sup>3</sup>

### (a) *Basic metals*

#### Background

9. The code of practice on safety and health in the iron and steel industry was adopted in 1981. In the 22 years that have elapsed the industry, its workforce, national approaches to occupational safety and health and the ILO's approach to codes of practice on safety and health have evolved. The steel industry is increasingly global and privately owned; technology has changed; the workforce is much smaller and more highly skilled; there is a greater awareness of the need to address workplace hazards and risks in a more comprehensive, proactive and less prescriptive manner; and of employers' and workers' responsibilities and rights.

#### Proposed action

10. In the first half of 2005 a tripartite meeting of experts will review, amend and adopt an updated code of practice on safety and health in the iron and steel industry. The meeting will also develop and agree a programme of follow-up action for the second half of 2005 to promote the use of the new code and provide training in its use in two or three countries.
11. The Governing Body, at its 288th Session (November 2003), will be invited to agree on the size and composition of the meeting of experts.

<sup>3</sup> GB.286/16, para. 32(e).

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**(b) Forestry and wood**

## Background

12. Forestry work continues to be among the most hazardous of occupations, often with infringements of labour rights. The strengthening of labour inspection and the promotion of social dialogue are important measures to improve conditions.
13. The need to address labour and social issues in the forestry industry is increasingly acknowledged as an integral part of sustainable development. Perhaps the most comprehensive, most widely known and applied measure to promote decent work in forestry is certification of forest management. Labour and social issues, such as respect for the ILO Declaration on Fundamental Principles and Rights at Work, working conditions, occupational safety and health, skills requirements and rights of indigenous peoples have been incorporated in some major forest certification schemes. The challenge is to translate these principles into practice but there are major obstacles. Labour inspection in forestry has been minimal or non-existent in many developing countries. Labour inspectors, certifiers, forest managers, sectoral employers' organizations and trade unions often lack the tools and skills to assess effectively forest operations in the field. There is also a need to build commitment among the social partners to move labour aspects to centre stage in forest management.

## Proposed action

14. The following activities are designed to provide a solid foundation on which to strengthen labour inspection and link it with sustainable forestry development:
  - in the first half of 2005 a tripartite meeting of experts will review and amend a draft and adopt a set of guidelines for labour inspection in forestry. The guidelines will be suitable for inspection, self-inspection and the assessment of compliance with certification standards;
  - the meeting will also develop and agree upon a number of follow-up activities for the second half of 2005 that will promote the use of the guidelines and provide practical training in its use in two or three countries, for managers, labour inspectors, trade union leaders and forest certifiers.
15. The Governing Body, at its sitting in November 2003, will be invited to agree on the size and composition of the meeting of experts.

**(c) Transport equipment manufacture**

## Background

16. The manufacture of automotive components involves many types of enterprises in different relationships with the manufacturer/assembler of the final product, from subsidiary companies to contractors and subcontractors and SMEs in export processing zones.

## Proposed action

17. A smaller and shorter than typical tripartite international meeting would be held in Geneva early in 2005 to discuss a number of themes relevant to decent work:
  - employment development;

- social dialogue and rights at work;
- industrial relations.

In addition to a brief background report prepared by the Office, participants and invited guests would be invited to present thematic papers for discussion.

18. The Governing Body, at its November 2003 sitting, will be invited to agree on the size and output of the meeting.
19. Resources left over from having a smaller and shorter than normal meeting would be put towards the establishment and maintenance of a statistical database for the metals sector, with contributions sought from KILM, STAT and the *October Inquiry*. Groundwork on this activity, including preliminary contacts with ILO regional offices on the collection of information, would commence, to the extent possible, in 2003. At the beginning of the biennium the feasibility and sustainability of a database would be assessed by the tripartite constituents concerned. If the assessment were positive, work on the database would commence straight away. If, however, a database proved not to be feasible or sustainable, the resources would be used to organize and undertake follow-up activities in the latter part of 2005 that were recommended by the tripartite meeting.

### III. Two remaining sectors

20. The Governing Body further agreed at its 286th Session (March 2003) that the Office develop two additional activities through tripartite consultations, taking into account action by the Office to develop proposals to link the Sectoral Activities Programme to ILO/AIDS for a sectoral approach to HIV/AIDS in the workplace.<sup>4</sup> The remaining activity will be developed and presented to the Governing Body for approval at a future sitting.

### ***A sectoral approach to HIV/AIDS in the workplace***

#### Background

21. The code of practice on HIV/AIDS in the world of work has been widely disseminated and used. The accompanying education and training manual, produced and promoted by ILO/AIDS, has also proved to be an invaluable tool that provides practical guidance in implementing the code.
22. Individual sectors are affected differently by the spread of HIV/AIDS, with different vectors of transmission, different sections of the workforce being affected and different approaches to preventive education, mitigation, protective measures against stigma and discrimination, care and support of affected workers and social dialogue on plans and their implementation. There are also different national and local issues to be taken into account, including cultural and socio-economic factors, governance and gender perspectives.

#### Proposed action

23. Drawing on existing experience within and outside the Office in addressing HIV/AIDS in several important sectors (e.g. agriculture, education, health, hotel and tourism, mining and transport) in a number of countries, it is proposed to seek out current good sectoral practice

<sup>4</sup> idem.

and use it as the basis for preparing sector-specific appendices to the education and training manual. A number of sector-specific training programmes involving the social partners from the sector concerned and relevant government agencies would then be developed and undertaken by the Sectoral Activities Department in conjunction with ILO/AIDS in countries where good practice is not yet fully developed. This would add value to the existing ILO material and enable a practical, targeted approach to be developed and implemented for the specific needs of the concerned sectors and workplaces.

24. A series of consultations with sectoral constituents would be undertaken in 2004 (and to the extent possible in 2003) in order to identify major issues and obtain examples of successful sectoral HIV/AIDS programmes leading, through consultations, to the development of specific policies and training materials and their deployment in the selected sectors in a number of countries, according to need, in 2004-05.
25. It is envisaged that, if successful, this programme would be able to attract resources to enable it to continue into the next biennium, increasing both the number of localities and the number of sectors able to be included.
26. *The Officers of the Committee on Sectoral and Technical Meetings and Related Issues recommend that the Governing Body approve the activities for the basic metals, forestry and wood, transport equipment manufacture and construction sectors proposed in paragraphs 6, 10, 14, 17 and 24 above, and the proposed sectoral approach to HIV/AIDS in the workplace described in paragraph 23 above.*

Geneva, 17 June 2003.

*Point for decision:* Paragraph 26.