

### Outcome 13: A sector-specific approach to decent work is applied.

Indicators	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe-Central Asia
Indicator 13.1: Number of Member States that, with ILO support, implement sectoral standards, codes of practice or guidelines	4 member States	7 member States	Nigeria	Bolivia Uruguay		China Mongolia	Bosnia and Herzegovina Turkey
Indicator 13.2: Number of Member States in which constituents, with ILO support, take significant action for a specific sector to advance the Decent Work Agenda	10 member States	12 member States	Kenya Lesotho	Brazil Dominican Republic Haiti Nicaragua	Jordan	Cambodia China Indonesia Vanuatu Viet Nam	

#### ***How the strategy delivered on the two or three areas of focus identified in the programme and budget 2014-15***

Outcome 13 focusses on the promotion of decent work at the sectoral level. It was delivered through a combination of two strategies:

- (a) a broad sectoral approach to further global policy development and country-level interventions in selected sectors;
- (b) a comprehensive programme addressing working conditions and workplace compliance targeting, specifically the textiles, clothing and footwear sectors.

The Sectoral Activities Programme, approved by the Governing Body at its 317th Session in March 2013,<sup>1</sup> sought to support the tripartite constituents in their efforts to meet sectoral challenges and develop sector-specific policy action. It was guided by sectoral standards and tools, fundamental principles and rights at work and the outcome of the recurrent discussion on social dialogue at the 102nd Session of the International Labour Conference in 2013. At the global level, the Programme sought to build consensus among the tripartite constituents and to increase knowledge about key sectoral issues, including employment relationships and global supply chains. At the country level, it focused on the ratification and implementation of sectoral standards and tools and the development of action plans in specific sectors.

<sup>1</sup> GB.317/POL/5.

The Better Work Programme was significantly expanded, improving the working conditions of over 2 million workers during the biennium.<sup>2</sup> Compliance with labour standards increased steadily in every country. With respect to occupational safety and health, progress was made in the areas of worker protection, working environment indicators and the handling of chemicals. In Lesotho, compliance with employment contract regulations improved by 50 per cent. Further data analysis of compliance assessments conducted in individual enterprises shows that compliance with the core labour standards has also improved. Discrimination on disability grounds fell by 13 per cent in Indonesia; employer interference in union activities decreased by 13 per cent in Viet Nam and in Jordan, there were no incidents of forced labour or violation of the laws on bonded labour. Authoritative research and impact assessments of these experiences are being conducted in order to determine how the Office can best promote decent work in labour-intensive global supply chains and to inform high-level policy discussions and the provision of technical assistance to constituents.

### ***How the strategy delivered support to constituents***

The Office organized eight global sectoral meetings to promote consensus among constituents on key issues in the areas of construction and infrastructure; electronics; media and culture; public service; retail commerce; road transport; telecommunications and the call centre industry; and the textiles, clothing, leather and footwear industries. The conclusions and final reports of the meetings were subsequently submitted to the Governing Body, which requested the ILO and its members to take them into account when programming future work. As a follow-up to the global sectoral meetings held in previous biennia, regional workshops were organized in Africa (on education), Asia and the Pacific (on financial services and mining) and Latin America (on chemicals).

The Office supports two standards-related standing committees. In February 2014, in line with the provisions of the Maritime Labour Convention, 2006 (MLC, 2006), the Subcommittee on Wages of Seafarers of the Joint Maritime Commission recommended revision of the minimum monthly basic pay or wage figure for able seafarers. At its 12th Session, held in Paris in April 2015, the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) adopted recommendations regarding application of the Recommendations. The CEART also adopted a communiqué which was influential in shaping the language on teachers in the outcome document of the World Education Forum, held in Incheon, Republic of Korea, in May 2015.

New Guidelines on maritime occupational safety and health and on flag state inspection of working and living conditions on board fishing vessels were adopted at tripartite Meetings of experts held in Geneva in October 2014 and September 2015, respectively, to assist in the application of the MLC, 2006 and the Work in Fishing Convention, 2007 (No. 188). New manuals and training materials for the construction, health services, ports, public services and railways sectors were produced in order to help constituents to develop programmes in these sectors.

Targeted research on emerging issues and analyses of recent trends and developments in specific sectors were conducted in order to inform discussion at global meetings. At the request of constituents, the Office carried out research on specific topics in the health services and ports sectors and the glass and tobacco industries. Under Area of Critical Importance (ACI) 5, the Office's knowledge about decent work in plantations was enhanced through participatory research on three commodities: bananas, palm oil and tea.

Following ILO technical assistance, the Safety and Health in Mines Convention, 1995 (No. 176) was ratified by Mongolia, Turkey and Uruguay; the Labour Relations (Public Service) Convention, 1978 (No. 151) was ratified by Bosnia and Herzegovina; and the MLC, 2006 was ratified by China. As a result of technical assistance and gap analyses, Brazil, China, the Dominican Republic, Indonesia, Kiribati,

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<sup>2</sup> This number is cumulative and is based on actual values observed in 2013, taking into account industry growth and turnover.

Malawi, Madagascar, Namibia and the Philippines made progress towards the ratification of sectoral Conventions. Support was also provided the tripartite constituents with a view to the application of Conventions Nos. 151, 176 and 188; the Nursing Personnel Convention, 1977 (No. 149); the Safety and Health in Construction Convention, 1988 (No. 167); the Safety and Health in Agriculture Convention, 2001 (No. 184); the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185); and the MLC, 2006 in selected countries. National constituents, such as the health services in China and Senegal, were trained in the use of sectoral tools. The ILO also signed new agreements with Barbados and Mozambique with a view to implementation of the Organization's Portworker Development Programme (PDP).

Sectoral programmes for the promotion of decent work were implemented in target countries. In ACI 5, the Decent Work for Food Security programme was implemented in Indonesia's Nusa Tenggara Timur province to promote sustainable livelihoods for small-scale producers and agricultural workers and their families through improved working conditions and opportunities in key agro-food value chains. In May 2014, the National Commitment for the Promotion of Decent Work in the 2014 FIFA World Cup was signed in May 2014 by the President of Brazil and the country's employers' and workers' organizations. A specific labour inspection action plan was designed and put in place before and during the event; in three hosting cities, tripartite committees developed specific actions to prevent unacceptable forms of work in the holding of mega-events (ACI 7); and in November 2015, the tripartite constituents signed a protocol for implementation of the Decent Work Agenda in the health sector. In Kenya, tripartite plans of action were developed in the construction, education and tourism sectors, leading to the implementation of new initiatives and the establishment of sectoral committees. Tripartite plans of action were also developed for the promotion of sustainable tourism in the Dominican Republic, Egypt and Vanuatu.

Independent research commissioned by the Better Work Programme<sup>3</sup> has demonstrated that labour productivity in and the profitability of garment factories increase as working conditions improve.<sup>4</sup> Training was provided to more than 13,000 workers and managers in such areas as negotiation skills, workplace rights and responsibilities and workplace safety. Intensive training and advice was also provided in 800 factories with a view to improved worker-management cooperation. Additional external research, conducted using Better Work data, contributed to the 2013 International Finance Corporation (IFC) Jobs Study, a companion report to the World Bank's 2013 World Development Report on Jobs, and showed that a 5 per cent improvement in overall factory compliance is associated with a 10 per cent increase in worker income, a 9 per cent increase in the remittances that workers send home and a 3 per cent improvement in workers' health. Survey results from a Better Work impact study in Jordan show that workers' physical and mental health is steadily improving. Summary reports on data collected through an impact assessment show that in Haiti and Indonesia, education opportunities for workers' children have expanded as the cost barrier to enrolling them in school lessens over time. On average, across the five countries where Better Work impact assessment data is being collected – Viet Nam, Indonesia, Jordan, Haiti and Nicaragua – 81 per cent of workers report sending money home, where family members are using these resources to invest in productive activities and education.

This intensive engagement in the garment sector has created new opportunities for the Office to build the capacity of labour inspectorates in Haiti, Viet Nam and Indonesia. It has also contributed to the development and delivery of larger-scale technical cooperation programmes in priority policy areas such as reform of the garment industry in Bangladesh, ACI 7 (promoting compliance through labour inspection) and ACI 8 (protecting workers from unacceptable forms of work).

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<sup>3</sup> Since 2007, an independent impact assessment of the Better Work Programme has been led by a multidisciplinary team of researchers at Tufts University.

<sup>4</sup> Brown, D.; Dehejia, R.; Robertson, R.; Domat, G.; Veeraragoo, S. 2015. *Are Sweatshops Profit-Maximizing? Answer: No. Evidence from Better Work Viet Nam*. Better Work Discussion Paper No. 17. (Geneva, International Labour Office (ILO)).

## ***How the strategy helped to address gender equality and non-discrimination***

Gender issues have been addressed through sectoral research, meetings and training. Better Work outreach and research focused on concerns specific to women garment workers, including training in countering discrimination and sexual harassment, maternity protection, development of factory policies that protect and assist women, and advocacy for policy change at the national level. Compliance with gender discrimination regulations has improved significantly, reaching almost 100 per cent in some countries.

## ***Significant external partnerships that have helped in delivering the strategy***

The Office promoted policy coherence through strategic partnerships with 33 intergovernmental and non-governmental organizations with a view to the promotion of decent work in specific sectors. In the textiles and clothing sector, the Better Work Programme has worked closely with the IFC and other international stakeholders.

<b>Significant outputs</b>	
Knowledge generation and management	<ul style="list-style-type: none"> <li>• Publication of 18 technical reports/background documents to inform tripartite discussion at seven global dialogue forums, one tripartite sectoral meeting and four meetings of experts.</li> <li>• Publication of 25 research and analytical studies and working papers on key sectoral issues, which enhanced knowledge on various sectoral aspects of the Decent Work Agenda and provided constituents with information that fostered sectoral social dialogue and further policy development on specific topics.</li> <li>• Substantive contributions to research, which was widely disseminated through books, papers, briefs and conferences at the national and international levels.</li> <li>• A unique micro-level dataset on compliance with labour law, business performance and development impacts in the garment sector, developed in cooperation with academic partners, to help partner organizations gather empirical evidence on the relationship between competitiveness and decent work.</li> <li>• A database on reported incidents of abandonment of seafarers, updated continually, in order to record and assist in the resolution of such cases (available online at <a href="http://www.ilo.org/dyn/seafarers/seafarersbrowse.home">http://www.ilo.org/dyn/seafarers/seafarersbrowse.home</a>).</li> </ul>
Upstream policy advice	<ul style="list-style-type: none"> <li>• Consensus points and recommendations on future action were adopted by the tripartite constituents at eight sectoral meetings. Plans of action and proposals for implementing the recommendations of such meetings were adopted at regional workshops on the chemicals, education, financial services and mining sectors.</li> <li>• The Better Work Programme's unique research and impact results have been strategically used to inform policy discussions at the global and regional levels and have provided an evidence base for key debates, including preparations for the general discussion on decent work in global supply chains at the 105th Session of the International Labour Conference, to be held in 2016.</li> <li>• Policy dialogue with other international organizations enhanced policy coherence and informed programmes at the sectoral level.</li> </ul>
Capacity development	<ul style="list-style-type: none"> <li>• The Office provided tools to 800 firms to improve worker-management cooperation and compliance systems and trained 13,000 workers and managers in techniques for negotiating improvements in working conditions and enhancing workplace safety in the textiles and clothing sector.</li> <li>• An integrated sectoral programme to promote decent work and food security was developed in Indonesia.</li> <li>• Support was provided with a view to the establishment of social dialogue mechanisms for the development of sectoral programmes and plans of action in Brazil, the Dominican Republic, Egypt, Kenya and Vanuatu.</li> <li>• Training programmes were developed on port-related matters in Barbados and Mozambique and on health services in China and Senegal.</li> </ul>

Strategic normative support

- Two expert meetings were held in order to follow up on the application of international labour standards concerning wages of able seafarers and the working conditions of teaching personnel, respectively.
- Two new sets of guidelines on shipping and fishing, respectively, were adopted at tripartite meetings of experts.
- Technical assistance was provided to help national constituents make progress towards the ratification and/or implementation of Conventions Nos. 151 (Bosnia and Herzegovina, Brazil, the Dominican Republic, Malawi, Madagascar and the Philippines); 167 (Bolivia); 176 (China, Indonesia, Mongolia and Turkey) and 188 (China, Indonesia, Kiribati and Namibia) and of the MLC, 2006 (China, Mongolia and Nigeria).
- Nine new sectoral tools (codes of practice, guidelines, manuals and training materials) were published in order to assist constituents in the implementation of sectoral standards and country programmes.
- Five draft tools were prepared at the request of the Governing Body for discussion and adoption at meetings of experts during the biennium 2016-17.