



TWELFTH ITEM ON THE AGENDA

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

1. The Committee on Sectoral and Technical Meetings and Related Issues met on 16 March 2009. The Meeting was chaired by Mr Héthy (Hungary). The Employer and Worker Vice-Chairpersons were Mr Trogen and Mr Zellhoefer, respectively.
2. The Chairperson introduced Mr Dragnich, the newly appointed Executive Director of the Social Dialogue Sector (DIALOGUE) and welcomed him to the Committee. The Employer and Worker Vice-Chairpersons congratulated Mr Dragnich on his appointment.

I. Proposals for activities in 2010–11 under the Sectoral Activities Programme

3. Mr Dragnich introduced the document ¹ before the Committee, indicating that the proposed programme for sectoral activities for 2010–11 had been developed on the basis of recommendations made at advisory body meetings held in autumn 2008. The proposals in paragraphs 2–30 took into consideration previous and current work and perceived needs. Paragraph 31 referred to research that the Office proposed to undertake, subject to the availability of resources under the Sectoral Activities Programme or through cost sharing with other units or external sources. The proposals could be subject to review at a later stage, given the current crisis and its rapid evolution. Sectoral specialists were undertaking consultations with technical and field units, as well as with constituents, on the regions and countries to be covered by the activities proposed. The region and country focus suggested by the advisory bodies guided these consultations, which would be completed once the Governing Body had made its choice.
4. Ms Tinoco, Chief of the Sectoral Activities Branch, proposed a number of changes and additions to the document. The following sentence had been omitted between the first and second sentences of paragraph 13: “These activities will focus on activities aimed at strengthening workers’ and employers’ capacity to enter into social dialogue based upon the recommendations of paragraphs 6 and 9 of the conclusions of the 2007 meeting.” The heading to paragraph 14 should read: “Global technical workshop on container safety in the supply chain in relation to packing of containers”. The tripartite meeting (paragraph 16) would be limited to port State control guidelines and would take place on 15–19 February 2010; its composition would be proposed to the Governing Body in June

¹ GB.304/STM/1.

2009. As to paragraph 22, Ms Tinoco recalled the advisory body's statement that "the social partners agreed on the importance of the inclusion of all stakeholders in the process of negotiating 'open skies' agreements and called upon Governments to ensure such inclusion". The terms of reference for the study would be developed in consultation with the social partners. The Philippines would be included in the follow-up to the action programme in the utilities sector in paragraph 29. The following dates were envisaged: the ILO/IMO/WHO Working Group on Medical Fitness Examinations for Seafarers and Fishers would be held on 4–8 October 2010 (at no cost to the ILO); the global dialogue forum on new developments and challenges in the hospitality and tourism sector and their impact on employment, human resources development and industrial relations was planned for 23–24 September 2010; the Tripartite Meeting of Experts to Adopt Port State Control Guidelines for Implementation of the Work in Fishing Convention, 2007 (No. 188), would run from 15–19 February 2010; and the global dialogue forum on vocational education and training would be held on 27–28 October 2010.

5. The Worker Vice-Chairperson recognized that the programme was an ambitious one and appreciated that the activities were based on the recommendations of the advisory bodies. He was surprised to note the reference to donors in paragraph 1; his group was willing to accept a certain degree of flexibility, but he reminded the Office that no changes could be made without consulting the appropriate advisory bodies and Officers of the Committee. In relation to paragraph 18 (port sector), the working conditions and labour regulations of the host country had to apply in the case of worker mobility. The speaker confirmed that the text in paragraph 22 needed to be amended, but asked for the exact text, as agreed in the advisory body meeting to be included in the proposal. Turning to education, the speaker asked for a recommendation of the advisory body on education to be included: the ongoing dissemination and promotion of the human resources toolkit needed to continue with assistance from constituents, as appropriate. Also, the continuation of the follow-up activities to the road transport meeting in 2006 needed to be included.
6. The Employer Vice-Chairperson stressed that the Sectoral Activities Programme was very important, since it was the "ILO's window on the real world of work". As his group had been fully involved in the advisory body meetings, it supported the document. His group endorsed a flexible approach, provided that any changes were made in close consultation with the social partners, possibly through the advisory bodies.
7. The representative of the Government of India endorsed the proposals, especially those for the "Energy and mining" and "Private services" groupings. His delegation favoured subregional activities, since these ensured wide dissemination, while keeping costs low. When deciding on a programme, not too many activities should be undertaken; follow-up was important and could otherwise not be ensured. In relation to some of the meeting titles, the speaker suggested that they should be more concise, in order to encourage more focused discussions.
8. The representative of the Government of the Czech Republic, speaking on behalf of the industrialized market economy countries (IMEC) group, stated that sectoral activities needed to fit into the strategic objectives. The financial crisis required a flexible approach to setting and updating the Sectoral Activities Programme. He reiterated that budget proposals should have been submitted for each activity. The list in Appendix II of the document demonstrated the move towards smaller and more focused activities, but the current number of meetings was still too high. More importance should be given to the follow-up to meetings and other activities. The speaker requested that all documents be delivered on time. Among the proposals, he particularly favoured those on textiles (paragraph 12) and mines (paragraph 7). He endorsed paragraphs 6 and 31: the sectoral research strategy should be part of an Office-wide strategy.

9. The representative of the Government of the Bolivarian Republic of Venezuela was very pleased about the priorities that had been proposed for sectoral work in the next biennium, and the dynamic and flexible way in which they had been developed. The crisis and globalization required that the ILO foresee a set of additional activities and leave open the possibility that certain sectoral topics would need to be addressed urgently. In that context, it was difficult to take decisions for 2011 as well. He endorsed the proposed activities, however, since he was confident that the Office would succeed in balancing those priorities and carefully managing human and financial resources to ensure that the programme would be able to meet its objectives.
10. The representative of the Government of Mexico supported the implementation of the proposed activities. He focused especially on the importance of activities in paragraphs 4 (food, drink and tobacco), 6 (education), 10 (construction), 12 (textiles), 26 (tourism), 27 and 28 (health workers), 30 (public administration), 31 (research) and the follow-up to the global dialogue forum on the impact of the financial crisis on finance sector workers. He welcomed the studies in paragraph 31 on the employment effects of technological and market developments in the media and entertainment industries; on skills and employability in postal services and logistics; and on property services, to encourage the use of “responsible contractors” for cleaning, security and other services, as well as the study on the employment impact of outsourcing in the utilities sector.
11. The representative of the Government of Bangladesh supported the proposals and the idea of greater focus on regional and subregional activities. He endorsed paragraphs 11–13 (manufacturing) and 25 (private services) in particular. In relation to the health sector proposal, he suggested collaboration with the WHO in the context of the code of practice on international recruitment of health personnel. The construction meeting (paragraph 10) should also address migrant construction workers. He recognized that a workshop similar to those proposed in paragraph 7 was to be held in Mongolia, but regretted that none had been foreseen for the Asia–Pacific region in 2010–11, given the need for social dialogue and capacity building in the mining sector.
12. The representative of the Government of Peru supported the Sectoral Activities Programme’s flexible approach regarding the financial crisis. He commended the new consultation process through advisory bodies, which was making the work of the Committee more efficient, but asked that the Governments be given greater opportunity to make comments on proposals submitted to the advisory bodies by the Workers and Employers. The following proposals were especially important for his country and enjoyed significant support: paragraphs 7–9 (mines), 10 (construction), 12 (textiles), 26 (tourism), 28 (health workers) and 29 (utilities).
13. The representative of the Government of Zambia, speaking on behalf of the Africa group, endorsed the proposals. He was concerned about the risks outlined in paragraph 1 in relation to human resource constraints and asked the Office to address that issue urgently, as well as to provide budget estimates for each activity. The proposals covered regional priorities, such as agriculture, forestry and manufacturing. In 2008, the ILC Committees on Rural Employment and on Skills had noted how important those sectors could be for employment creation. He supported the training activities proposed in paragraph 2 and the global dialogue forum in paragraph 5. As a result of the economic crisis, standards of occupational safety and health had continued to deteriorate in the mining sector; he therefore supported paragraphs 7, 8 and 9. The HIV/AIDS toolkit (paragraph 21) was timely and very necessary. Given the severity of the HIV/AIDS pandemic, the speaker urged the Office to pursue that activity without further delay. The Africa group endorsed the follow-up to the action programme on health workers (paragraph 28), in collaboration with the WHO, in order to turn the “brain drain” into a “brain gain”.

14. The representative of the Government of Egypt urged that documents should reach the participants in time, as it was difficult to discuss documents submitted late. He supported the ILO programmes on textiles, construction and tourism and expressed his hope that financial support could be found for those programmes. The three sectors were very labour-intensive and important for employment creation.
15. The representative of the Government of Australia endorsed the remarks made on behalf of the IMEC group. He especially endorsed the proposals in paragraphs 3 (forestry), 4 (food, drink and tobacco), 6 (education), 7 and 8 (mines), 12 (textiles), 18 (port sector), 26 (tourism) and 28 (health workers) and the proposed research studies regarding transport, (on training standards for new entrants, driver fatigue and concessioning). He agreed that more detailed information on the proposals was required, and suggested that the Office should put proposals through a two-stage process of consultation.
16. The representative of the Government of the Republic of Korea supported the IMEC group statement. She especially endorsed the activities in paragraph 10 on sustainable construction and its links to green job creation, and in paragraph 16 concerning the preparation of port State control guidelines for the implementation of the Work in Fishing Convention, 2007 (No.188).
17. The Worker Vice-Chairperson referred to the statements made on behalf of the Bolivarian Republic of Venezuela and Peru, stating that a balance was needed between flexibility concerning the crisis on the one hand, and staffing, capacity and resources on the other, and that it was important to take a decision at that time, to avoid timing issues.
18. In response, Ms Tinoco explained that work on the HIV/AIDS toolkit for railway workers had already started. The promotion in Africa and other regions of the outcomes of the 2006 Tripartite Meeting on Labour and Social Issues Arising from Problems of Cross-Border Mobility of International Drivers in the Road Transport Sector was an ongoing activity.
19. Mr Dragnich agreed with most of the statements made. The discussion had clearly demonstrated that priorities differed between constituents and a balance needed to be found that would adequately respond to the wide array of national interests. In response to the request for budgetary information, a room document would be made available in the course of the afternoon. The document did not contain detailed budget breakdowns for each proposed activity, but provided standard estimates for different activities. It was difficult to determine the exact cost of an activity much in advance: delegate travel was an important factor, but participation had not yet been determined for the proposals made in the paper. Also, considerable differences existed between certain regions and countries; it was important that geographic distribution should not be decided based on budgetary considerations. Despite the limited financial resources, the Office was confident that it could complete all the activities listed in paragraphs 2–30, because the Sectoral Activities Programme would reach out to other units and field offices when carrying out those activities. For that reason, it was essential that, if a sector was important for a country, constituents ensured that the respective Decent Work Country Programme (DWCP) incorporated sectoral priorities. As to providing documents in time, the Office would endeavour to improve its performance, despite the need to provide translations of each document in three languages and the sometimes very short lead times between the conclusion of a meeting and the Committee's sittings. He agreed that work on mines and textiles would need to be continued. The textiles sector was a good example of collaboration throughout the house, in particular in the context of the Better Work programme. In general, the Sectoral Activities Programme was managed on the understanding that it needed to be flexible.

20. *The Committee recommends that the Governing Body:*

- (a) endorse all the activities listed in paragraphs 2–30 of GB.304/STM/1;*
- (b) endorse the activities in paragraph 31 of GB.304/STM/1, subject to availability of resources; and*
- (c) instruct the Office to invite the governments of all member States to sectoral meetings in 2010–11.*

II. The sectoral dimension of the ILO's work

(a) Sectoral overview of the follow-up to the Social Justice Declaration

21. Mr Dragnich introduced the document ² before the Committee. It was submitted to stimulate discussion and provided an opportunity for members of the Committee to reflect on how links could be strengthened with future Office-wide programming processes, such as the introduction of recurrent discussions, now under consideration by the Steering Group on the Follow-up to the Declaration.
22. The Employer Vice-Chairperson endorsed the document and recognized the link between the Sectoral Activities Programme and the implementation of the Social Justice Declaration. It was important to recognize that the Declaration did not require that all ILO programmes be tied to the existence of DWCPs, particularly since in some countries no DWCPs had yet been adopted. Paragraph 5 of GB.304/STM/2/1 stated that tripartite commitment was indispensable to achieving results; it was important, however, that reference also be made to bipartite agreements. In many countries, social partners directly dealt with each other, such as in the Nordic countries. In relation to the reference to decent work indicators, the speaker pointed out that that issue had been intensively discussed by the International Conference of Labour Statisticians and that it was very difficult to establish such indicators.
23. The Worker Vice-Chairperson explained that there were over 40 DWCPs, not all of which had a sectoral component. Many more were being developed. His group endorsed the suggestion to strengthen the sectoral perspective of DWCPs, including a rights-based approach, and reminded the Office of the need to involve constituents in the drafting of such DWCPs. He agreed that policy coherence could only be promoted through better synergies throughout the Office. Research in collaboration with the International Institute for Labour Studies was one example. Also, links between SECTOR and the Multinational Enterprises Programme (MULTI), as well as the Subcommittee on Multinational Enterprises (MNE Subcommittee) needed to be strengthened, to foster policy coherence and to give better effect to the implementation of the MNE Declaration. That was also important in relation to forging new partnerships and to using the expertise existing in both units. As regards policy coherence beyond the ILO, interaction with other ministries was required. Such work should go beyond mere information-sharing and analyses; a more active engagement was necessary to shape such policies. Decisions taken by other ministries had severe repercussions on employment, such as in the case of trade policies. In relation to the reference to mainstreaming of sectoral indicators in paragraph 10, his group asked the Office to outline more clearly the practical steps to be taken. He supported the

² GB.304/STM/2/1.

suggestions regarding the collection of sectoral data for the development of evidence-based policy. Turning to paragraph 13, the speaker pointed out that the cyclical reviews would primarily guide sectoral work. In relation to the One-UN approach, he reiterated that workers' organizations needed to be involved in such efforts; until now, they had not often been given a role.

- 24.** The representative of the Government of the Czech Republic, speaking on behalf of the IMEC group, thanked the Office for providing an analysis of the effects of the 2008 Declaration on sectoral work and for explaining how an integrated approach could be pursued at global and national levels. The inclusion of a sectoral dimension was essential at the national level and should be considered at all stages of DWCP development. The involvement of national sectoral constituents, as well as ILO sectoral specialists, was crucial. He endorsed the suggested focus on the sectors with the greatest needs and where sustainable outcomes could be achieved through tripartite commitment. The IMEC group agreed that all DWCPs should contain principal sectors to be targeted. The inclusion of a sectoral dimension to DWCPs should be followed up by setting up programmes, such as the textiles action plan mentioned in the text box contained in GB.304/STM/2/1. He welcomed the research strategy proposed in paragraph 11, as well as in paragraphs 298-299 of the Programme and Budget proposals for 2010–11 (GB.304/PFA/3). The better diffusion of the outcomes of sectoral meetings and global dialogue forums was also supported by the IMEC group, as was the commitment of the ILO to develop partnerships with MNEs, trade unions operating at a global level and UN agencies which had an impact on specific sectors. In closing, the speaker pointed out the importance of taking into account the considerations of the Steering Group that would meet on Thursday of that week.
- 25.** The representative of the Government of India pointed out that it was imperative that ILO sectoral work be in line with the identified needs of sectors and that it follow a clear orientation. Full use needed to be made of tripartism in that context. Furthermore, realities needed to be reflected in a way that ensured that activities were in line with DWCPs and the 2008 Declaration. The creation of policy coherence required the building of synergies, particularly with field offices, which played an important role. In India, for example, the consultations on the priorities of the DWCP to be adopted had resulted in the inclusion of sectoral priorities. When involving ministries and other UN agencies, it was important that duplication of effort be avoided; to this effect, the ILO should remain focused on its mandate, the Decent Work Agenda.
- 26.** The representative of the Government of Mexico pointed out that the successful implementation of the 2008 Declaration required that DWCPs take into account national priorities. That was a challenge faced by governments and social partners alike. He supported paragraph 5 regarding the proposal for broader participation in drafting DWCPs. In relation to paragraph 7, he agreed that the consultative process should be placed under the auspices of the ministries of labour. In that regard, the field structure review examined by the Governing Body played an important role. The speaker also agreed that it might be useful to mainstream a sectoral perspective into the application of decent work indicators, as suggested in paragraph 10, but considered that decent work indicators should be established individually by each country.
- 27.** Mr Dragnich thanked the delegates for the important additions to the paper. He acknowledged the positive remarks from the IMEC group and thanked them for having initiated the discussion in November 2008. That discussion had not only resulted in the document before the Committee, but also significantly shaped the programme and budget proposals. In the annex of the paper to be discussed by the Steering Group on 19 March, synergies were very actively pursued in the suggestions made therein, particularly in relation to promoting the MNE Declaration. One example of active cooperation with the

Employment Sector was the Better Work programme and the attendant involvement of trade associations. With regard to decent work indicators, an Office-wide task force on measuring decent work had been established; SECTOR was part of it. The identification and selection of indicators was an ongoing process and the inclusion of sectoral aspects was examined. Once a set of indicators had been identified, it would be piloted in some countries on a national level. The speaker noted the Workers' request for the ILO to play a more active part in working with ministries, whose decisions had direct impacts on labour issues, such as the development of trade policies, and agreed on the importance of involving other ministries. Ministries of labour would not stand alone and a sectoral discussion at national level could not be carried out in isolation. In that context, it was crucial that governments and national social partners took the initiative. In response to a concern raised by the Government of India, he reaffirmed that the ILO's focus would remain on the Decent Work Agenda. In closing, he called for ongoing feedback on how the sectoral dimension of ILO work could be improved.

**(b) The current global economic crisis:
Sectoral aspects**

28. Mr Dragnich introduced the paper³ before the Committee and added that the Office would continue to monitor the effects of the crisis at sectoral level. The discussions in the Committee would also contribute to the debate to be held on 23 March 2009 at the High-level Tripartite Meeting on the Current Global Financial and Economic Crisis.
29. The Employer Vice-Chairperson thanked the Office for the interesting document. It provided a good analysis of the situation of those two sectors, which was alarming given the figures reported. The Employers noted with interest paragraphs 17, 18 and 33 as well as the information regarding the measures adopted by governments. In relation to future work, the speaker asked the Office to clarify whether similar assessments were in the pipeline regarding other sectors and to give an indication as to what the ILO's next steps would be. While the tourism industry seemed to have been severely hit, the perception of most sectors that they had been struck by the crisis would render it difficult to determine which had been the most affected. For that reason, the Office needed to consult with the social partners, before selecting specific sectors.
30. The Worker Vice-Chairperson concurred that the financial and economic crisis had hit workers worldwide very hard and would continue to do so. He stressed that workers' rights, often already poorly respected, would come under even greater pressure. Therefore, his group emphasized that, especially in times of crisis, there was a need to respect the workers' rights. The improvement of workers' rights should be part of any response to the crisis. The speaker noted that, in particular in the construction sector, where there was a high level of casual and migrant labour, the right to organize and collective bargaining needed to be respected. Moreover, social security coverage should be extended to migrant workers, who all too often did not have access to such benefits. Workers with precarious contracts and casual workers had been the first to be affected by the impacts of the crisis in the automobile sector. Precarious work and casualization had resulted from deregulation, labour market flexibility and cost-cutting pressures from employers resulting from outsourcing and subcontracting. Workers were particularly concerned that the substitution of permanent jobs with precarious jobs that had taken place during the Asian financial crisis would be repeated on a global scale. He pointed out the importance of paragraphs 17, 18 and 33 of the document in that context. He stressed the importance of the right to information on possible downsizing and financial difficulties in companies, in response to

³ GB.304/STM/2/2.

the crisis. Such information needed to be made available along the supply chain, as many headquarter decisions would affect companies worldwide – upstream and downstream of the supply chain. The role of social dialogue would be crucial in response to the crisis in all sectors. His group encouraged governments to make use of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), given the numerous initiatives for stimulus packages comprising public works. The paper showed serious impacts already in both sectors due to the financial and economic crisis and highlighted the important role that the Office should play in continuing to collect data and monitor developments in both sectors. The Workers wanted the Office to provide the Committee with regular updates on the employment situation in both sectors and to assist in disseminating such information. In addition, the Office should collect best practices in responses to the crisis in both sectors, in collaboration with the social partners, and disseminate them.

- 31.** Endorsing Mr Zellhoefer’s remarks, a Worker member from Kenya noted that the document was alarming. He reported that the automobile industry in Africa had been badly hit, but was unfortunately not referred to in paragraph 3 of the document. He emphasized that almost 1 million workers would be affected in the automobile industry throughout the chain across Africa. He called for tripartite social dialogue to be strengthened and asked for some of the proposals in paragraph 18 to be taken into account. Finally, he urged the Office to collect data on the effects of the crisis on industry in Africa.
- 32.** A Worker member from Canada referred to paragraph 16 and reported that, as a result of negotiations with General Motors, the Canadian Auto Workers (CAW) union had agreed to concessions on wages and other benefits. Chrysler had demanded that it be granted even more concessions than those given to General Motors, threatening to pull out of Canada’s otherwise. She emphasized that the crisis was hitting every sector in Canada and people were moving from one part of the country to another in search of jobs. Since October 2008, almost 295,000 jobs had been lost, of those 225,000 full-time jobs. The official unemployment rate was 7.7 per cent, the highest since 2003. Dismissed workers were also having problems in accessing unemployment insurance programmes. Highly visible stimulus packages aimed at upgrading physical infrastructure were necessary because of cutbacks and privatization over previous decades, but packages should not only be limited to those aspects. It was equally important that the social infrastructure be improved. Referring to paragraph 36 of the paper, the speaker highlighted the importance of looking at the particularly serious impact of the crisis on women. Women made up 30 per cent of workers in manufacturing but were proportionately harder hit by job losses than men. She informed the Committee of the residual effects of the crisis in particular in the hospitality industry, a sector which was a major employer of women and vulnerable groups of workers, such as young, migrant and indigenous workers, which were heavily losing jobs.
- 33.** The representative of the Government of Austria thanked the Office for the document and said that it was an interesting and useful paper. Research should be extended to other sectors. She recognized that a “one-size-fits-all approach” was not suitable to addressing the crisis. Since each sector had its own specificities, further research was crucially important.
- 34.** The representative of the Government of the Bolivarian Republic of Venezuela thanked the Office for a very comprehensive document. He concurred with the remarks contained in it on the need to review the figures in the light of the rapidly changing environment. He encouraged the Office to monitor the impact of the crisis in other sectors within its mandate and to ensure that the innocent victims of the crisis, the workers, were not penalized. He stressed the need for coordination to confront redundancies and growth in poverty, in particular in developing countries.

35. The representative of the Government of Argentina congratulated the Office on a very comprehensive analysis. He noted that the paper was an example of the efforts of the Office to bring the sectoral dimension into analyses, in accordance with the 2008 Declaration. Referring to the selection of sectors, he highlighted the relevance of their global dimension and their multiplier effects on employment. The global nature of the automotive industry, however, required decision-making that went beyond the national sphere. He suggested expanding information on the development of the crisis to other regions beyond those covered in paragraph 3, and specifically to explore further how green jobs could contribute to bettering the situation in developing countries.
36. The representative of the Government of Zambia, speaking on behalf of the Africa group, thanked the office for the paper. He noted that the financial crisis had not spared Africa, as indicated in paragraph 22 of the paper. He supported the statement made by the Worker member from Kenya about the effects of the crisis in the automobile sector in Africa; South Africa especially had been heavily hit. Since construction was a large labour-intensive sector in Africa, it was of the utmost importance. Existing social security for these workers was not able to cope adequately. He agreed that social dialogue should be encouraged and protectionism avoided. Results-based research was a priority, since it promised to provide solutions to pressing problems.
37. The representative of the Government of India noted that both sectors depended heavily on the financial sector and had therefore become early victims of the crisis. Both sectors were important for employment generation in India, and also gave employment to many migrant workers. The policy recommendations of the paper could be instrumental in that context. It was important that a solution would make use of globalization; solutions did not lie in protectionist measures. In responding to the crisis, India had adopted stimulus measures that had led to lower interest rates, lower duties on selected items, and extended health insurance for construction workers. Infrastructure projects and incentives for car buyers had also been adopted. India was ready to work with the ILO to further mitigate the effects of the crisis.
38. The representative of the Government of the Republic of Korea thanked the Office for the paper. Referring to paragraph 16, she explained that the Korean workers in question were not only temporary, but also migrant workers. A number of employers and workers were concluding agreements to avoid mass dismissals through work sharing; the Government was providing tax incentives for these initiatives.
39. The representative of the Government of Mexico outlined measures adopted by his Government to protect jobs and family incomes. A large investment package had been adopted, which created infrastructure, including roads, clinics and schools.
40. The Employer Vice-Chairperson pointed out that, in response to the crisis, Swedish employers and metalworkers had, for the first time ever, agreed that reductions in working time could be reflected up to 20 per cent in corresponding wage cuts.
41. In response to the discussion, Mr Dragnich agreed that the ILO should track best practices and consider how a procedure could be established that enabled constituents to feed information into an Office-run dissemination mechanism. Steps to address the crisis, for example in relation to the automotive sector, were considered and would be consulted with constituents. The Office would also look into migration issues related to construction. He agreed with the Employers that tourism was an important, labour-intensive, sector. When conducting an analysis, it would, however, be important to consider that the sector's high reliance on a positive image could turn dire projections into self-fulfilling prophecies. Sectors under consideration for a similar paper in November were civil aviation, tourism and textiles. He agreed with the comment made by the representative of the Government of

Argentina about the multiplier effects of some sectors, and agreed that the focus on green jobs was important to create better and sustainable jobs.

III. Effect to be given to the recommendations of sectoral and technical meetings

(a) Global Dialogue Forum on Vocational Education and Skills Development for Commerce Workers, 24–25 November 2008

42. Ms Tinoco, introducing the paper⁴, noted that as the first of its kind this two-day Forum represented something of a trial run, especially as the Governing Body had authorized the Office to dispense with the Standing Orders for sectoral meetings for these forums. She thanked the Chairperson for her hard work and the three groups for their active cooperation in developing and working towards a consensus in a very short time frame. The Forum's more informal setting had been conducive to a more active debate which had ensured that all participants were able to find consensus.
43. The Worker Vice-Chairperson endorsed the point for decision and deemed the Forum to be an excellent example of the Sectoral Activities Programme's ability to respond rapidly to emerging issues. The unfolding global financial and economic crisis since last November had spread further into this large and diffuse sector, which ranged from huge hypermarkets to small shops, making the Forum's points of consensus in paragraphs 25–29 even more relevant.
44. The Employer Vice-Chairperson supported the point for decision. This first Global Dialogue Forum had been successful: it had resulted in substantial, consensus-based recommendations. It was important that the Committee recalled, however, that recommendations of this kind were not necessarily the goal of each and every forum.
45. The representative of the Government of India explained that rapid technological changes and increased competition called for commensurate constant changes in skills requirements. Given the employment potential of commerce, it was imperative that special attention be given to skills needs, with action directed towards improving vocational training systems to meet evolving skills requirements and enhance employability.
46. *The Committee recommends that the Governing Body:*
- (a) authorize the Director-General to communicate the final report containing the texts mentioned in paragraph 2 of GB.304/STM/3/1 to:*
 - (i) governments of member States, requesting them to communicate the report to the employers' and workers' organizations concerned;*
 - (ii) the international employers' and workers' organizations concerned; and*
 - (iii) the international organizations concerned; and*

⁴ GB.304/STM/3/1.

(b) request the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in paragraphs 25, 26 and 29 of the points of consensus.

(b) Global Dialogue Forum on Decent Work in Local Government Procurement for Infrastructure Provision, 17–18 February 2009

47. Mr Dragnich explained that the purpose of the Forum had been to exchange knowledge about different aspects of procurement in construction and to explore the feasibility of including labour clauses in contractual provisions for infrastructure projects, in order to ensure compliance with such clauses, with a view to obtaining recommendations for improving practices. The Forum had had an innovative format, which had consisted of a series of round-table presentations, including some by World Bank officials, followed by discussions. The freewheeling discussions that had taken place during the Forum, notably about the importance of capacity building for the implementation of legislation and contract compliance, had provided the basis for proposals for future action. A written report would be presented to the Committee in November 2009.
48. The Worker Vice-Chairperson thanked the Office for organizing the Global Dialogue Forum, noting that it was very timely because of the financial crisis and stimulus packages, which often comprised significant infrastructure and construction projects to be executed through procurement. The Workers supported the promotion, ratification and implementation of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), and reiterated the need to build the capacity of actors in the construction industry in order to ensure sound implementation of legislation and good contract compliance.
49. The Employer Vice-Chairperson highlighted the good discussions during the Forum and noted that the meeting had not adopted conclusions. This decision by the Forum was in line with the Forum's concept, which did not require conclusions to be formulated and left the decision of whether to adopt formal outcomes to the participants.

(c) Global Dialogue Forum on the Impact of the Financial Crisis on Finance Sector Workers, 24–25 February 2009

50. Mr Dragnich, introducing the paper⁵, noted that the Forum had taken place in the context of an intensifying crisis in the international financial system that had already led to the loss of an estimated 330,000 jobs in banks and other financial services. The Forum had aimed at assessing and proposing ways to alleviate and mitigate the impact of the crisis on financial services workers, taking account of the broader ILO response to the wider economic crisis. In preparation for the Forum, the ILO had prepared a background paper, highlighting relevant issues and proposing policy options to address the effects of the crisis. The exceptionally high level of interest in the topic had been evidenced by the high level of participation by tripartite constituents and intergovernmental and non-governmental organizations. All sides had very actively contributed to the debate. Because the issue was very pressing, the conclusions and a brief one-page covering note reporting on the Forum had been submitted in record time; the full report would be submitted in November. In accordance with the requests of the social partners, the Office would shortly begin consulting constituents on the way forward to give effect to the conclusions.

⁵ GB.304/STM/3/3.

51. The Employer Vice-Chairperson noted that the meeting had been a success, since its scope had been clearly defined in intensive consultations between the groups. His group fully endorsed the point for decision.
52. The Worker Vice-Chairperson expressed his thanks to the Office for organizing the Forum. He had attended the Forum and, having witnessed the initial differences in opinion, welcomed the conclusions. He urged the Office to follow up on the specific areas of further work as mentioned in paragraphs 3–8. The Workers' group endorsed the point for decision and looked forward to the Note on proceedings.
53. The representative of the Government of Zambia, speaking on behalf of the Africa group, supported the point for decision and thanked the Office for its good work and quick response to the impact of the crisis on the financial services sector. Of particular interest to his group was the issue of gender in paragraph 13 of the conclusions, which he hoped would be taken up as soon as possible.
54. The representative of the Government of India expressed appreciation to the ILO for having organized the Forum. Large-scale lay-offs from the sector had occurred as financial organizations moved towards more prudential business practices. In a globalized world where financial markets were interlinked and competition international, decisions in any country had important employment repercussions in other countries. Migrant workers, particularly the highly skilled, were among the worst affected by adverse employment implications in the sector. Since the crisis was global, mitigating the impact called for a globally coordinated response. Urgent steps were needed to strengthen the global financial system, to address employment issues in the sector and to resist protectionist tendencies, which always surfaced in times of crisis. He noted the Forum's conclusions with interest and believed that the ILO and its constituents had a major role to play in devising a strategy to address the dimensions of the crisis that affected finance workers' employment. The ILO's response should include promotion of tripartite cooperation at the global, regional and national levels to tackle the employment impact. It could also build a database to help analyse and monitor the trends in employment. India therefore supported the point for decision in paragraph 5 of the agenda document.
55. *The Committee recommends that the Governing Body:*
- (a) *authorize the Director-General to communicate the attached conclusions to governments of member States; to the employers' and workers' organizations concerned; and to the international organizations concerned; and*
 - (b) *request the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in the attached conclusions.*
- (d) **Tripartite Technical Workshop on the Impact of the Food Price Crisis on Decent Work, 5–6 March 2009**
56. Mr Dragnich presented an oral report on the Tripartite Technical Workshop on the Impact of the Food Price Crisis on Decent Work, which had been held to give effect to a resolution adopted at the 97th Session of the International Labour Conference in the context of the general discussion on the promotion of rural employment for poverty reduction. It was a contribution to the ILO's integrated response to the current crisis. ILO

constituents (18 Governments, ten Employers' representatives and seven Workers' representatives) had discussed the potential ILO contribution to the work of the UN High-level Task Force on the Food Security Crisis with Dr David Nabarro, the Task Force Coordinator, Professor Olivier De Schutter, the UN Special Rapporteur on the Right to Food, and representatives of 11 member agencies. ILO constituents had highlighted the outcomes in the Comprehensive Framework for Action (CFA) that focused on developing long-term resilience, such as developing effective social protection, strengthening global information and monitoring systems and contributing to the development of an international consensus on biofuels. They had encouraged the Task Force and its member agencies to use networks of employers' and workers' organizations at international and national levels both in policy development and in ensuring delivery of outcomes. The Workshop had been organized by SECTOR and ILO/CRISIS, and the Executive Directors of both the Social Dialogue Sector and the Employment Sector had actively participated in the proceedings. A room note had been adopted that included a number of recommended measures. A written report would be submitted in November.

57. Mr Zellhoefer recalled that it was the Workers' group that had raised food security issues at the 2008 Session of the International Labour Conference. While the food crisis was no longer a front-page news item, it continued to affect many workers and was deepening with the economic crisis. He stressed the importance of the conclusions on the promotion of rural employment for poverty reduction in guiding ILO work with the Task Force and urged the ILO to contribute in its area of expertise. The CFA had not included ILO perspectives, but, as a result of the Workshop, their relevance to CFA outcomes was now recognized. The speaker expressed particular appreciation for the contribution of Professor De Schutter, who had stressed the role of labour rights in responding to the food crisis by addressing the purchasing power of the poor. He concluded by urging the Office to allocate resources to follow up on the conclusions on the promotion of rural employment as well as the work on food security.
58. The Employer member from New Zealand, who had been the Employer spokesperson at the Workshop, noted that the Workshop had provided follow-up to the June 2008 Conference discussions. The conclusions on the promotion of rural employment, which had been adopted by consensus, provided a positive framework for future work. The speaker expressed appreciation for the collaborative efforts of ILO staff from several sectors, who had worked along with staff from other UN agencies to ensure a successful outcome. The speaker agreed with Mr Zellhoefer that the underlying causes of the food price crisis had not gone away, and urged the ILO to do what it could within its mandate and its expertise to address these issues.

**(e) Joint ILO/IMO/Basel Convention Working Group
on Ship Scrapping (Third Session),
29–31 October 2008**

59. Ms Tinoco introduced the paper,⁶ which covered the October 2008 meeting as well as the process towards adoption of the proposed IMO Convention on ship recycling. Throughout the drafting process, the ILO had tried to ensure that its standards and guidelines would be recognized. At the IMO diplomatic conference in May 2009, the ILO would be represented. It might be helpful, however, if ILO member States ensured that their national delegations to the conference were made aware of the importance of ensuring coherence with the relevant ILO instruments.

⁶ GB.304/STM/3/5.

60. In order to make the wording clearer, the Chairperson proposed a slight amendment to the wording in paragraph 14(b).
61. The Employer Vice-Chairperson supported the point for decision, as amended.
62. The Worker Vice-Chairperson pointed out the importance of paragraphs 10 and 11 and supported the continued participation by the ILO in the development of the IMO draft Convention and the accompanying guidelines.
63. The representative of the Government of India appreciated the work of the Joint Working Group. He supported the general approach of the proposed Global Programme and emphasized the need for voluntary interim measures until the entry into force of the IMO Convention. India had attempted to include the role of cash buyers in the Convention but had, unfortunately, not found sufficient support from other IMO member States.
64. *The Committee recommends that the Governing Body:*
- (a) *take note of the report of the Third Session of the Joint ILO/IMO/Basel Convention Working Group on Ship Scrapping; and*
 - (b) *endorse continued work of the ILO in relation to the IMO Convention on ship recycling (to be adopted) and the development of accompanying guidelines.*

IV. Maritime matters

(a) Subcommittee on Wages of Seafarers of the Joint Maritime Commission, 12–13 February 2009

65. Ms Tinoco informed the Committee that both the Shipowners and the Seafarers had been committed to social dialogue and to the process of minimum wage setting through the Subcommittee. Both groups had agreed to continue discussions and keep the current situation under review, so that the Subcommittee could be reconvened in due course.
66. The Worker Vice-Chairperson expressed his group's disappointment that no agreement could be found on a revision of the wage figure and regretted that one of the partners had come to the meeting with a predetermined, non-negotiable position.
67. An Employer member from the United Kingdom explained, on behalf of the International Shipping Federation (ISF), that the minimum wage figure had increased to US\$545 on 31 December 2008, in accordance with an agreement reached in 2006. The current economic situation, however, would not have permitted such a revision. Market conditions were currently highly unstable due to the volatility of currencies. The current figure would be maintained until the Subcommittee met again, which could be February 2010, or sooner, if market conditions stabilized.

(b) Outcome of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers, 2–5 March 2009

68. Ms Tinoco explained that, with the current economic crisis, more shipping enterprises were expected to be in difficulties, and it had therefore become extremely urgent to conclude the work of the Joint Working Group. The conclusions recommended the adoption of a mandatory instrument or instruments to deal with abandonment of seafarers, on the one hand, and contractual claims for death and personal injury of seafarers on the other, through amendments to the Maritime Labour Convention, 2006. The IMO Legal Committee had been asked to remain seized of the issue should the amendment of the Maritime Labour Convention prove not to be feasible or timely.
69. An Employer member from the United Kingdom, speaking on behalf of the ISF, endorsed the solution found by the meeting and pointed out that it had taken ten years to achieve this feat. The provision of adequate cover by the insurance industry had been a critical element in the Subcommittee's successful conclusion. She recalled that, at the outset of the Joint Working Group, fishers had also been meant to be covered by a solution. Since the fishing industry representatives had decided that their industry should deal with this issue separately, the Subcommittee had been free to take the decision to suggest amending the Maritime Labour Convention, 2006, which in its scope of application excluded fishers.
70. The Worker Vice-Chairperson appreciated the work done, pointing out, however, that many years would be necessary to finally adopt the mandatory solutions. In the meantime, and considering the situation in the shipping industry, he urged member States to apply the relevant guidelines. He also called on the ILO to convene the Special Tripartite Committee provided for under the Maritime Labour Convention, 2006, so as to allow the amendment process to begin in a timely manner on entry into force of the Convention.

V. Report of the 18th International Conference of Labour Statisticians (Geneva, 24 November–5 December 2008)

71. Mr Young, Director, Bureau of Statistics, ILO Policy Integration and Statistics Department, introduced the paper ⁷ before the Committee. The 18th International Conference of Labour Statisticians (ICLS) had been attended by delegates from 110 member States, as well as by ten Employers' and seven Workers' representatives, and by intergovernmental and non-governmental organizations. The main outcomes of the Conference were the adoption of six resolutions including the resolutions on the measurement of working time on child labour statistics and the resolution concerning the organization, frequency and duration of the Conference.
72. The Worker Vice-Chairperson endorsed the point for decision and welcomed the outcomes of the Conference. He emphasized that policy coherence and coordinated policy responses should, as far as possible, be based on reliable and comparable data. The ILO needed to be the centre of excellence on labour-related data and take the lead in developing relevant statistical indicators. Such work should be carried out in collaboration with the ILO International Training Centre in Turin. His group welcomed the decision that the Conference would be shorter but more frequent in the future. As this implied that the next

⁷ GB.304/STM/5.

ICLS should be held in 2011, the Office needed to carefully study the financial implications of the decision. He appreciated the decision of the Conference for the Office to develop indicators on labour underutilization, stressing the importance of a full statistical picture about lack of decent jobs and underutilization of the labour force potential in many countries, especially in the light of the global employment crisis. The Workers welcomed the resolution on measurement of working time, noting that it gave the Office a strong mandate to provide a comprehensive set of data on decent work that should allow member States and constituents to measure progress towards decent work over time and to compare their achievements with the aim of creating an international reference framework to improve labour and social policies.

73. The Employer Vice-Chairperson supported the point for decision and was very impressed that over 250 experts had participated.
74. The representative of the Government of the United States supported the point for decision and congratulated the Office on a successful Conference, commending it for making every effort to incorporate all viewpoints into the adopted resolutions. He supported increasing the frequency of the ICLS to once every three years while reducing its length to one week. Concurrent sessions during the Conference should be limited to enable small delegations to participate in all desired sessions. Regarding the future work of the ICLS, he informed the Committee that the US Bureau of Labor Statistics would have an interest in actively participating in discussions related to both the measurement of productivity and the new categories between employment/unemployment and work statistics, two topics identified as priority work items by the UN Statistical Commission at its session in February 2009.
75. The representative of the Government of India noted with interest the recommendations and resolutions made by the 18th ICLS, as they would play an important role in developing a sound statistical base at international and national levels. Since statistics was a vast subject that could not be fully dealt with by any single agency, the ILO should collaborate with the national statistical institutions and governments in their development. Through its International Training Centre, the ILO could play an important role in building the capacities of national data producers. The future Conferences should be guided by the Tripartite Meetings of Experts on Labour Statistics at international and regional levels. He supported holding a Conference every three years and endorsed the point for decision.
76. The representative of the Africa group supported the point for decision and thanked the Office for organizing the Conference. He said that the Africa group valued the 18th ICLS and its resolutions on the indicators to be developed.
77. The representative of the Government of the Republic of Korea supported the point for decision and said that, with the recognition accorded to decent work within the Millennium Development Goals (MDGs), and with the emphasis of the Social Justice Declaration on assessing the progress made towards realizing decent work, reinforcing the statistical capacity of the ILO as well as that of its constituents had become one of the major priorities of the Organization. With the increase in the roles and responsibilities of the ICLS, more frequent but shorter conferences could facilitate more active discussions. However, before a final decision could be taken, the Office should provide detailed information on the budgetary implications of the requested change, and also consider other options, including holding intersessional or thematic meetings within the current five-year framework. The outcomes of the Conference called for further discussions with or recognition by other technical committees and the Governing Body. With particular regard to reinforcing statistical capacity and developing decent work indicators, her delegation asked the Office to consider ways to bring about wider sharing and discussion of the results of the ICLS simultaneously with other technical committees and the Governing Body.

78. Mr Young thanked all speakers and said that information on the financial implications resulting from the proposed change of frequency and duration of the ICLS would be presented in November.

79. *The Committee recommends that the Governing Body:*

- (a) take note of the report of the Conference;*
- (b) request the Director-General to consider the recommendations of the Conference in carrying out the future programme of work of the Office; and*
- (c) authorize the Director-General to distribute the report of the Conference to:*
 - (i) the governments of member States and, through them, to the national employers' and workers' organizations concerned, drawing particular attention to the six resolutions contained in Appendix I to the report;*
 - (ii) the international employers' and workers' organizations concerned;*
 - (iii) the United Nations and other international organizations; and*
 - (iv) non-governmental organizations represented at the Conference.*

Geneva, 19 March 2009.

Points for decision: Paragraph 20;
Paragraph 46;
Paragraph 55;
Paragraph 64;
Paragraph 79.