



## **Governing Body**

310th Session, Geneva, March 2011

**GB.310/14(Rev.)**

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### FOURTEENTH 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 14 March 2011.
2. The meeting was chaired by Mr Martin (France). The Employer and Worker Vice-Chairpersons were Mr Moore and Ms Sundnes, respectively.
3. In opening the sitting, Mr Dragnich, Executive Director of the Social Dialogue Sector, explained that the Government group had nominated Mr Martin, representative of the Government of France and Regional Coordinator for Europe, to chair the sitting.
4. On behalf of the entire Committee, the Chairperson expressed the Committee's condolences to the people of Japan and expressed the hope that they would persevere through the catastrophe that had struck their country.
5. The representative of the Government of Japan thanked the Committee's members for their condolences. His country would unite to overcome the hardships it faced.
6. The Chairperson thanked the former Director of the Sectoral Activities Department, Ms Elizabeth Tinoco, for her work for the Committee and welcomed her successor, Ms Alette van Leur.
7. Ms van Leur stressed the great importance and potential of promoting decent work through the sectoral approach as well as the need to set clear priorities in consultation with the constituents. Focus and orientation towards results was crucial, and that should include a structured follow-up to the outcomes of tripartite meetings; furthermore, the profile and visibility of the Sectoral Activities Programme needed to be further enhanced and technical cooperation needed to be given more attention. In addition, it was central to ensure that governments were more actively engaged in sectoral work.

### **1. Sectoral Activities Programme: Proposals for 2012–13**

8. Ms van Leur introduced the paper,<sup>1</sup> explaining the process of its development. The proposals reflected the principles of results-based management and had been developed

<sup>1</sup> GB.310/STM/1.

through informal consultations in the sectoral advisory bodies. While the Office was confident that the proposals made in paragraphs 7–55 could all be carried out if the proposed resource levels for the Programme and Budget for 2012–13 were confirmed, those contained in paragraph 56 would be subject to the availability of additional resources and based on further consultations and discussions.

9. The Employer Vice-Chairperson welcomed Ms van Leur and wished Ms Tinoco well in her new position. The advisory body meetings had been very useful and had provided an opportunity to involve sector-specific employers and to interact with other constituents' sectoral organizations.
10. The Worker Vice-Chairperson welcomed Ms van Leur and thanked the former Director for her good work in streamlining sectoral activities and increasing their relevance for the agenda of the Organization. The work of the advisory bodies had led to clear and well-articulated proposals. In order to assess resource gaps and to enhance priority-setting, a budget breakdown per area of work would have been welcome. Given the importance of Decent Work Country Programmes (DWCPs), it would also be useful to have an indication of the number of DWCPs that reflected sectoral activities. The strategic orientation was supported by her group, which endorsed the Declaration on Social Justice for a Fair Globalization, the Global Jobs Pact, the use of DWCPs and the promotion of international labour standards. The emphasis on the latter in the work programme highlighted how important it was for governments to be actively engaged in sectoral work. The high number of global dialogue forums (GDFs) contained in the proposals called for an assessment by the Office of the functioning of such forums, which had experienced problems with regard to both outcomes and processes.
11. The representative of the Government of Argentina, speaking on behalf of the Group of Latin American and Caribbean States (GRULAC), welcomed Ms van Leur. The paper provided a good overview of the proposals to further a sectoral focus in the ILO's work. GRULAC member States had participated in the sectoral meetings held in recent years and were wondering what the purpose of GDFs should be. It was not clear whether they were aimed at building consensus or had been created simply to explore issues such as new developments and trends. More information on the differences between GDFs, tripartite sectoral meetings and meetings of experts was needed. He asked the Office to make proposals to address those issues and for clarification on how such proposals would be devised.
12. The representative of the Government of Zambia, speaking on behalf of the Africa group, welcomed Ms van Leur. His group commended the Office for having developed the proposals through the sectoral advisory bodies and endorsed their focus, which was in line with the Strategic Policy Framework 2010–15. He regretted, however, that no budgetary estimates had been included. His group supported the proposals and asked the Office to work very closely with subregional bodies, such as the Southern African Development Community.
13. The representative of the Government of India thanked the Office for its comprehensive paper and noted with appreciation that it took into account the need for a certain degree of flexibility. In promoting standards, a gradual and voluntary approach had to be pursued that would include capacity building as an important element.
14. The representative of the Government of the Islamic Republic of Iran welcomed the proposals and reiterated the need for governments to play a far more active role in the consultations. She agreed with the strategic focus outlined in paragraph 5 of the document and supported the point for decision. Her delegation supported, in particular, the proposals in paragraphs 30, 45 and 46.

15. The representative of the Government of Nigeria explained that his country was particularly interested in activities that would further development, increase foreign direct investment and improve competitiveness. The proposals in paragraphs 32–40 were of great importance to his delegation, as were activities for the utilities sector. A recent programme in that sector had been a great success and needed to be replicated.
16. The representative of the Government of Canada welcomed the focus of the document and endorsed the concrete outputs identified therein. Underscoring the importance of achieving greater coherence, she wondered how the research proposals contained in the paper fitted in with the Office-wide knowledge strategy and regretted that financial information had not been included. In closing, she endorsed the proposal that the Office should assess the procedures and impacts of GDFs.
17. The representative of the Government of China agreed that the time allocated to GDFs was too short. In its work programme, the ILO should consider giving more priority to knowledge sharing on vocational training. Sectors that needed particular attention were those hit by the global economic crisis and emerging sectors such as renewables and green jobs.
18. In response to a question raised by the Employer Vice-Chairperson, Ms van Leur clarified that, subject to the approval of the programme and budget's proposed resource levels, the Office was confident that it could undertake the work items described in the paper, with the exception of those in paragraph 56. If additional activities needed to be undertaken within the expected budget allocations, others would need to be eliminated from the list of activities. She acknowledged the requests for more financial information and explained that the exact costs for each proposed activity were difficult to assess upfront, as many details that had not yet been decided upon (such as the composition of meetings) needed to be factored in. She assured the Committee that the resources at the disposal of the Sectoral Activities Programme would be spent in a way that would maximize value for money. A stronger engagement of governments was very much needed – sectoral work was typically relevant to all tripartite constituents and required the active engagement of and input from the governments.
19. Recognizing that all the strategic objectives of the ILO were inseparable, interrelated and mutually supportive, her department, reporting under outcome 13, was attempting to take other outcomes into account while avoiding overlaps. She stressed that the DWCPs were the main vehicle to deliver services to the constituents and that, in order to build on those better, a mechanism was needed that would reflect the great potential of sectoral work and allow for a stronger integration of the sectoral approach in DWCPs and regional programmes.
20. With regard to the proposals for the agriculture, food and forestry grouping, the Worker Vice-Chairperson welcomed the fact that the ILO was dealing with food security and noted that some of the activities listed would be taking place in 2011, as a follow-up to the recent missions to the United Republic of Tanzania and Kenya. She endorsed the proposal to promote the code of practice on safety and health in agriculture, but asked for more specific information.
21. The Employer Vice-Chairperson informed the Committee that he had participated in the recent ILO food security mission to Kenya and the United Republic of Tanzania, but was still unclear as to what added value could be offered by the ILO in relation to that issue.
22. The representative of the Government of Zambia, speaking on behalf of the Africa group, endorsed the proposals and suggested that country-level activities should be aligned with the Comprehensive Africa Agriculture Development Programme. Food security was also

of great interest to his group, as could be seen from the African Union policy document *Towards Timely and Concrete Implementation of Africa's Vision of Food Security within Five Years*.

23. Ms van Leur stressed that food security was an important issue; the Office was, in consultation with its constituents, looking at the prospects of developing a practical set of policy options to promote decent work and employment in the food value chain. Work related to the promotion of the code of practice on safety and health in agriculture was to be carried out in collaboration with the ILO Programme on Safety and Health at Work and the Environment.
24. In response to Ms van Leur's explanation that, in times of austerity, the Office could not commit to carrying out activities additional to those mentioned in paragraphs 7–55, the Employer Vice-Chairperson expressed the hope that savings could be made and asked the Office to consider carrying out the activities set out in paragraph 56, as they were of importance to his group.
25. In relation to the proposals for the education and research grouping, the Worker and Employer Vice-Chairpersons asked whether the GDF on conditions of personnel in early childhood education could take place in the first half of 2012, instead of in 2013. Noting no objection from the Government group, Ms van Leur responded positively to that request.
26. Turning to the energy and mining grouping, the Worker Vice-Chairperson asked for more information about the design of the Action Programme on Improving Safety and Health in Mining and about prospects for new ratifications of the Safety and Health in Mines Convention, 1995 (No. 176).
27. The representative of the Government of Zambia, speaking on behalf of the Africa group, pointed out that his group attached great importance to the mining and construction sectors. Occupational safety and health (OSH) was a central issue, as was skills development.
28. The representative of the Government of Nigeria recalled the crucial importance of the oil and gas sector for his country. Skills development was central to meeting the demographic challenges.
29. Ms van Leur explained that the Action Programme would begin its work by conducting national analyses which would then be followed up by workshops tailored to meet the needs that had been identified. Given the continued attention that mining was receiving, a side event at the International Labour Conference was also being envisaged.
30. With regard to the proposals for the infrastructure, construction and related industries grouping, the Employer Vice-Chairperson remarked that the wording of the second sentence in paragraph 21 seemed to reflect a partisan position.
31. The Worker Vice-Chairperson did not share the Employers' view; in her opinion, the statement in paragraph 21 was a fact. Given the great importance of the Asbestos Convention, 1986 (No. 162), and the Safety and Health in Construction Convention, 1988 (No. 167), for ensuring OSH in the sector, she asked that those Conventions be taken into account and explicitly mentioned.
32. Ms van Leur took note of the comments and informed the Committee that, in the next round of proposals, an overview of the relevant Conventions would be included. The wording in paragraph 21 had been based on the findings of a recent study on the role of

worker representation and consultation in managing OSH in the construction industry; the issue had also been raised at the Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skill Requirements.

33. In relation to the proposals for the manufacturing grouping, the Worker Vice-Chairperson thanked the sectoral specialist, Mr Jean-Paul Sajhau, who would soon retire, for his work. The proposed strengthening of ties between the Sectoral Activities Programme and the Better Work Programme (Better Work) raised a number of questions relating to the exact modalities of a further integration and possible consequences vis-à-vis the functioning of the advisory bodies. Furthermore, she noted that a link existed between the points raised in the report on the Action Programme on Transport Equipment Manufacturing<sup>2</sup> and the proposal on transport equipment manufacturing in the paper before the Committee<sup>3</sup> and asked for clarification in that regard.
34. The representative of the Government of France pointed out that work in global production chains was very important. She endorsed joint work and additional research to further strengthen the Better Work methodology, so that it could be expanded to other sectors.
35. The representative of the Government of Egypt outlined the positive results of sectoral work in the textiles industry in his country. Conditions of work were improving and a number of training cycles had been organized with the full involvement of the tripartite constituents. Enterprises were more aware of their responsibilities, which had led to improved competitiveness and strengthened social dialogue. For that reason, the programme should be continued.
36. The representative of the Government of Zambia, speaking on behalf of the Africa group, endorsed the proposed information-sharing initiatives. Best practices needed to be collected and circulated among member States to assist them in their efforts to promote the Decent Work Agenda.
37. Ms van Leur explained that both the Sectoral Activities Programme and the Better Work Programme reported under outcome 13 of the programme and budget. As Better Work focused on the garment and textiles sector, a more intensive collaboration with that programme was foreseen, in order to make efficiency savings. At the same time, the advisory bodies would continue to play their rightful role. With regard to public-private partnerships, she recalled that the Governing Body had adopted the concept as part of its Technical Cooperation Strategy in November 2009. Substantial opportunities existed to extend sectoral work in collaboration with universities, foundations and the business community. Clear procedures were in place to assess the suitability of any partnership, with the involvement of the Bureau for Workers' Activities (ACTRAV) and the Bureau for Employers' Activities (ACT/EMP).
38. Mr Dragnich, noting that both the Better Work Programme and the Sectoral Activities Programme were grouped in the Social Dialogue Sector, agreed that great potential for synergies existed for work in countries such as Egypt.
39. In relation to the proposed activities in the transport grouping, the Worker Vice-Chairperson welcomed the focus on international labour standards. The proposed study on the working conditions of women was an important step for improving the situation of women in the transport sector.

<sup>2</sup> GB.310/STM/6.

<sup>3</sup> GB.310/STM/1.

40. The Employer Vice-Chairperson asked for information on the envisaged procedures for validating the practical guidance manual for social dialogue in the railways sector and said that the tripartite constituents should be involved. As regards the proposal to hold a GDF on the effects of the global economic crisis on the civil aviation industry, he suggested that other issues that had affected the sector, besides the financial crisis (such as the disruptive effects of the heavy snowfall of recent months and the volcanic ash cloud) should be taken into account. Not only should representatives of airlines be invited, but also those of other subsectors of the aviation sector, such as airport services.
41. The representative of the Government of Nigeria supported paragraph 40 and said that the study should also include developing countries. The creation of employment in ports and shipping was an important issue for Nigeria. He wondered what the main obstacles were to the ratification of the Maritime Labour Convention, 2006 (MLC, 2006), and urged the Office to work more on that issue. He endorsed the focus on the development of training materials, as mentioned in paragraphs 32–34.
42. Ms van Leur took note of the suggestion to broaden the scope of the GDF on civil aviation and informed the Committee that 12 ratifications of the MLC, 2006, had been received to date. It was expected that other countries would ratify in the coming months, which, it was hoped, would allow the Convention to enter into force in 2012.
43. Mr Dragnich assured the Committee that the practice of the Office was to have a tripartite validation process for any sectoral instrument. The validation of the practical guidance manual on social dialogue in ports provided an example: it had been validated through an international tripartite workshop held in Turin. With regard to civil aviation, he noted that the sector was of great interest to governments, in particular owing to issues such as privatization and air traffic control.
44. Referring to the proposals for the private services sectors, the Worker Vice-Chairperson reiterated the importance of promoting the Private Employment Agencies Convention, 1997 (No. 181), which was not aimed at promoting the creation of private employment agencies, but at promoting their regulation. It seemed that there had been a shift from a temporary demand for, to a more permanent use of, private employment agencies. She referred to a case that had arisen in Norway, where a major private employment agency had been imposing excessively long hours of work and bad working conditions. For that reason, the Norwegian labour inspection authorities were in the process of conducting inspections within the agencies; so far, their findings indicated that workers in the industry were subject to systematic exploitation. She called for more regulation in the sector, and wondered whether the great difference in earnings of the worker vis-à-vis the amount paid by the employer to the agency was justified.
45. The Employer Vice-Chairperson commented that, in the case mentioned by the Worker Vice-Chairperson, the law had clearly been breached. That single case could not be regarded as typical of the industry. Instead of developing new legislation, countries needed to enforce existing laws.
46. Mr Dragnich pointed out that the industry was very open to regulation, recalling a comment made by a leading Employer representative at a 2009 workshop to promote the ratification of Convention No. 181, who had stated that private employment agencies wanted to be “the most regulated industry in the world”.
47. Turning to paragraph 56, the Worker Vice-Chairperson expressed the interest of her group in the research items listed and asked the Office to identify additional resources to carry them out. Additional resources were also needed to follow up on the outcomes of meetings

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such as the 2009 Global Dialogue Forum on the Impact of the Financial Crisis on Finance Sector Workers, as well as on those of standing meetings.

48. The Employer Vice-Chairperson reiterated his previous comments that, in addition to the proposals in paragraphs 7–55, some items listed in paragraph 56 should also be carried out. The proposal to conduct research on tobacco regulations and their effect on employment in the tobacco sector was in line with a request made by a tripartite sectoral meeting in 2003. The sector employed over 40 million people and the ILO should continue working in that sector, particularly on employment-related issues. Experience in India had demonstrated the relevance of work on that issue.
49. The representative of the Government of Peru recalled that tobacco regulations were important to ensure the right to health, as smoking was responsible for thousands of deaths every year and caused high public health costs. The proposal, as currently formulated, seemed to imply that tobacco control policies were the main cause of employment changes in the sector. Instead, the study should have a broader perspective and take into account other factors, such as technological changes, restructuring and working conditions, that could have an impact on employment trends in the sector. The focus of the proposal should be changed to include those issues. His delegation could not support paragraph 56(q) as it was currently written and recommended that the activity should continue to be categorized under “other activities”.
50. The representative of the Government of Brazil recalled that the Framework Convention on Tobacco Control (FCTC) was the first binding instrument to have been adopted by the World Health Organization (WHO); it established a global response to a transnational health problem through the alignment of national public health policies and the establishment of a permanent cooperation mechanism at the international level. Recalling Article 17 of the Convention, she noted that Brazil, as a large producer and exporter of tobacco, worked towards providing alternative livelihoods for producers, taking into account the reduction of the global demand for tobacco products. In Brazil, the Ministry of Rural Development coordinated the National Programme to Support Product Diversification in Tobacco-growing Areas, which recognized the social, safety and economic vulnerability of the 200,000 families involved in the tobacco production chain. Since the Convention provided a sound and balanced response to that sensitive issue, her delegation did not want to reopen the discussion on the effects of the Convention on the world of work. Brazil agreed with the Peruvian delegation that research should focus on employment trends in the tobacco chain, and not on the impact of the WHO FCTC.
51. The representative of the Government of Zambia, on behalf of the Africa group, welcomed the proposal in paragraph 56(q). He recalled that, in 2003, a request had been made to involve the social partners in ILO discussions with other organizations. He commended the Office for being proactive and recalled the importance of that sector for many African countries. His group had concerns about the potential negative impact of the WHO FCTC on employment. Therefore, the Office needed to consider the proposal for further research and assist member States in engaging in social dialogue on the implementation of the WHO FCTC.
52. Ms van Leur noted that, at the advisory body meetings held in January 2011, no agreement had been reached on the research proposal for the tobacco sector; as a consequence, the activity had been included in paragraph 56. She reiterated that it was unrealistic for the Office to commit to undertake all research activities, but confirmed the commitment of the Office to undertake the work in the finance sector, as described in paragraph 47.
53. Mr Dragnich recalled that the ILO differed considerably from the WHO in its tripartite composition and mandate.

54. The Employer Vice-Chairperson agreed with the proposal made by the representative of the Government of Peru and asked the Office to do its best to fund that research.
55. The representative of the Government of Peru clarified that, in his intervention, he had not suggested the removal of the item from the agenda. It was important to be aware of the situation in the sector and of which issues could affect employment trends in the future. He asked the Office to give priority to the financing of such research.
56. The Worker Vice-Chairperson expressed her agreement with the suggestion to reword the proposal and stressed that all areas of research in paragraph 56 were important, including the one on tobacco.
57. Ms van Leur assured the Committee that the Office would look into the issue and, should resources become available, engage in consultations with the tripartite constituents on the scope of the study.
58. *The Committee recommends that the Governing Body:*
- (a) *endorse the proposed Sectoral Activities Programme, subject to decisions to be taken by the Conference on the Programme and Budget proposals for 2012–13; and*
  - (b) *instruct the Office to encourage the governments of all member States to participate in Tripartite Sectoral Meetings in 2012–13.*

## **2. Effect to be given to the recommendations of sectoral and technical meetings**

### **2.1. Meeting of Experts to Adopt a Code of Practice on Safety and Health in Agriculture** (Geneva, 25–29 October 2010)

59. The Chairperson introduced the paper.<sup>4</sup>
60. The Worker Vice-Chairperson thanked the Office for the work undertaken on the code of practice on safety and health in agriculture. Her group was pleased that the code had been adopted and was willing to provide the necessary support for its implementation. Her group had, however, three major concerns: the final version of the code and the draft report in the different languages had been sent out at different times, leaving Spanish and French-speakers with no possibility to comment; there was no existing ILO guidance on sexual harassment at the workplace; and the Safety and Health in Agriculture Convention, 2001 (No. 184), was not annexed to the code. While employers and governments might have access to the Internet to download ILO Conventions, that was not the case for agricultural workers. That could seriously hamper the dissemination of the Convention.
61. The Employer Vice-Chairperson supported the dissemination and promotion of the code. He reiterated, however, that the current procedure, which involved asking the Governing Body to endorse every output of a sectoral meeting, needed to be fundamentally changed.

<sup>4</sup> GB.310/STM/2/1.



62. The representative of the Government of Austria agreed; the Committee should have been asked to take a fundamental decision to dispense with the current, cumbersome procedure.
63. The representative of the Government of Zambia, speaking on behalf of the Africa group, said that agriculture was a priority sector for Africa. In promoting the code, attention should be given in particular to strengthening labour inspection and labour administration.
64. The representative of the Government of India endorsed the point for decision in the Office paper and asked the Office to ensure that the code would be promoted in a way that would ensure that experts, workers, enterprises and governments would all be reached. Globally, agriculture was the second largest employer, but OSH systems often did not target it; in some cases, they even excluded it. In order to change that situation, the code needed to be widely promoted and implemented.
65. Ms van Leur thanked the Committee for its support and endorsement and apologized for the late finalization of the report and code in Spanish and French.
66. *The Committee recommends that the Governing Body:*
- (a) *take note of the report of the Meeting of Experts and authorize the Director-General to publish the code of practice on safety and health in agriculture; and*
- (b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the recommendations for follow-up action made by the Meeting.*

## 2.2. Global Dialogue Forum on Vocational Education and Training (Geneva, 29–30 September 2010)

67. With reference to the paper and report before the Committee,<sup>5</sup> the representative of the Government of Australia, Mr Greg Vines, who had chaired the GDF, remarked that the nature and quality of discussion at the Forum had been very high. A diverse range of tripartite experts had participated, some representing countries with a highly developed vocational education and training sector and accompanying social dialogue, and others from countries where the sector was still developing, who had been keen to share and learn from the experiences of others. The Forum had been highly interactive, which had encouraged the sharing of a range of perspectives within and among the groups.
68. Unfortunately, the richness of the discussion had not been adequately reflected in the points of consensus which, due to the short time available at the end, had been reduced to non-controversial issues. The more controversial issues, on which an organization such as the ILO should be focusing, were not therefore covered by the points of consensus and would not become part of the ILO's work agenda. One example was the issue of teacher assessment, on which employers in the education sector and teachers' unions had expressed quite different views. The ILO should have been able to explore the issue more thoroughly with a view to identifying best practice models. Time limitations had prevented a clear consensus and inclusion of the issue in the final points. Three suggestions should be considered for future GDFs: more time should be allocated to developing conclusions, which could be formulated, in cooperation with the secretariat, by a small working group as the Forum progressed; points of consensus should be supplemented by a list of issues on

<sup>5</sup> GB.310/STM/2/2.

which consensus had not been reached, but which had been identified as being sufficiently important to warrant further attention; and the Chairperson should be able to include his or her observations on the Forum's discussion in the final document as a valuable supplement to the agreed conclusions. He urged the Office to take into account the suggestions made by the members of the Committee with a view to improving the operation and outcomes of GDFs. In addition, the Office should provide more information to first-time participants on how the forums operated.

69. The Employer Vice-Chairperson agreed that the debate had been very good in the GDF, but that means needed to be found to honour the investment in time made by participants, who often came from long distances, and by their organizations. It was to be expected that the three groups would not always agree on all matters. The outputs therefore needed to reflect the full discussion.
70. The Worker Vice-Chairperson agreed with the Employers' group that a way needed to be found of reflecting the diversity of the discussions in the points of consensus.
71. The representative of the Government of Austria supported the proposal to brief government participants more thoroughly as part of the traditional first group meeting at the start of sectoral meetings. Controversial issues also needed to be fully discussed, such as occupational safety and health, and particularly stress. Although the shorter GDF format facilitated the participation of Government experts, who found it difficult to be away from their work for a week-long meeting, more time should be allocated in GDFs to discussions and outcomes.
72. The representative of the Government of Ecuador, who had served as Chairperson and Government spokesperson at the GDF, agreed that two days was not sufficient to reach adequate conclusions. He supported the statement made by GRULAC under agenda item 1 regarding the need for the Office to reflect on and make proposals to constituents on ways of strengthening the working methods of GDFs.
73. Ms van Leur thanked the Chairperson of the GDF for his concrete proposals for improvements, and noted that the Officers of the Committee had raised the same question. The Office would engage in consultations with constituents with a view to developing a set of proposals to improve the functioning of GDFs. One of the points suggested by the representative of the Government of Australia had already been taken up: in the most recent GDF (February 2011), a list of points on which no consensus had been achieved had been included in the document for adoption. Concerning the length of GDFs, it was important to recognize that longer meetings had cost implications, which could mean forgoing other activities.
74. ***The Committee recommends that the Governing Body:***
  - (a) ***authorize the Director-General to communicate the final report of the Forum to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; as well as to communicate the report to the international employers' and workers' organizations and other international organizations concerned; and***
  - (b) ***request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the recommendations made by the Forum.***

**2.3. 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**  
(Geneva, 23–24 November 2010)

75. Mr Dragnich, introducing the paper,<sup>6</sup> explained that the activities had been undertaken as a follow-up to meetings of the T20 Tourism Ministers and the G20. As an important economic sector, tourism was the focus of a multi-agency initiative,<sup>7</sup> which was jointly planning a side event for the Fourth United Nations Conference on the Least Developed Countries in May 2011. He informed the Committee that work was also envisaged in the framework of the United Nations Chief Executives Board Inter-Agency Cluster on Trade and Productive Capacity,<sup>8</sup> and thanked the State Secretariat for Economic Affairs (SECO) of the Swiss Government for funding the programme.
76. The Worker Vice-Chairperson reiterated that the process and outcomes of GDFs needed to be reconsidered. The time allocated for the adoption of the points of consensus had been far too brief.
77. The Employer Vice-Chairperson drew attention to the high number of participants (140) who had attended the GDF, thereby demonstrating the relevance of the subject, even though only a few of them had been reimbursed by the Office. He welcomed the outcome of the meeting and endorsed the points of consensus.
78. The representative of the Government of Mexico underlined the importance for the sector of the Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172), and the important role played by the sector in employment creation and poverty reduction. He welcomed the cooperation between developing countries and endorsed the point for decision.
79. The representative of the Government of Australia, speaking on behalf of the Asia and Pacific group, acknowledged the significance of the tourism sector in the Asia and Pacific region and supported follow-up that would assist constituents to create decent jobs and enhance economic recovery.
80. The representative of the Government of India endorsed the points of consensus, and particularly points 1, 2, 3 and 6. The crisis offered an opportunity to facilitate social dialogue and increase employment in the sector. As part of voluntary corporate social responsibility activities, the sector should create jobs, especially for the less privileged.
81. The representative of the Government of Zambia, speaking on behalf of the Africa group, stressed the significance of the tourism sector for poverty alleviation and employment creation in Africa. The sharing of best practices, as outlined in paragraph 3 of the Office paper, was fundamental to achieving improvements.

<sup>6</sup> GB.310/STM/2/3.

<sup>7</sup> ILO, International Trade Centre (ITC), United Nations Conference on Trade and Development (UNCTAD), United Nations Development Programme (UNDP), World Tourism Organization (UNWTO) and World Trade Organization (WTO).

<sup>8</sup> ILO, ITC, UNCTAD, United Nations Industrial Development Organization (UNIDO) and United Nations Office of Project Services (UNOPS).

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

- (a) authorize the Director-General to communicate the points of consensus mentioned in paragraph 4 of document GB.310/STM/2/3 to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; as well as to communicate the points of consensus to the international employers' and workers' organizations and other international organizations concerned; and*
- (b) request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed in the attached points of consensus.*

**3. Sectoral activities 2010–11**

**3.1. Composition and duration of the Tripartite Meeting of Experts for the Development and Adoption of ILO Guidelines on Training in the Port Sector (Geneva, 21–25 November 2011)**

83. Ms van Leur, introducing the paper,<sup>9</sup> noted that the Office's initial assessment of the amount of work needed had been too optimistic. The Office proposed that the Meeting of Experts should be held for five rather than four days, thus giving the experts sufficient time to work through the draft guidelines. The informal working group developing the draft would meet for the last time in May 2011. Once edited and translated, the draft would be made available in the three languages eight weeks before the start of the Meeting of Experts. It would not only be sent out to the experts, but also to countries not participating in order to solicit their comments, which could then be fed into the discussion at the Meeting.

84. The Employer Vice-Chairperson endorsed the point for decision.

85. *The Committee recommends that the Governing Body authorize an increase in the duration of the Tripartite Meeting of Experts for the Development and Adoption of ILO Guidelines on Training in the Port Sector from four to five days, to be held from 21 to 25 November 2011 in Geneva.*

**3.2. Follow-up to the resolution concerning tonnage measurement and accommodation adopted by the 96th Session of the International Labour Conference**

86. Ms van Leur, introducing the paper,<sup>10</sup> noted the importance of the collaboration between the ILO and the International Maritime Organization (IMO) and of IMO instruments for the shipping and fishing sectors. Both the MLC, 2006, and the Work in Fishing Convention, 2007 (No. 188), referred to the IMO International Convention on Tonnage

<sup>9</sup> GB.310/STM/3/1.

<sup>10</sup> GB.310/STM/3/2.

Measurement of Ships, 1969 (the “1969 TM Convention”). The way in which gross tonnage was measured had a direct impact on seafarers’ and fishers’ living spaces on board shipping and fishing vessels, and thus on decent work. At the 53rd Session of the IMO Subcommittee on Stability and Load Lines and on Fishing Vessels’ Safety, the Office had expressed concern that the 1969 TM Convention had led to an economic disincentive for shipowners to improve crew conditions, in particular by discouraging the provision of more than the minimum required accommodation space. It was important that IMO remained open to approaches for the measurement of gross tonnage that had a positive impact on crew accommodation or berthing for cadets. Those views had been supported by the seafarers’ and shipowners’ organizations present at that meeting.

87. The Employer Vice-Chairperson said that the International Shipping Federation delegation shared the Office’s views on the issue of tonnage measurement and the need to improve space for crews, while enhancing vessel safety. However, this view had not so far been accepted by IMO member States (which were also ILO member States). He welcomed any work that could facilitate a change in the IMO 1969 TM Convention. It was suggested that, in order to change opinions and in view of the effect that the issue had on both the MLC, 2006, and the Work in Fishing Convention, 2007 (No. 188), the Governing Body should consider the establishment of a joint ILO–IMO working group to discuss the matter.
88. Ms van Leur replied that, prior to being able to commit to the proposal, the Office would need to assess resource requirements, but noted that the proposal made by the Employers’ group was not incompatible with the proposed point for decision.
89. The Worker Vice-Chairperson said that she would consult her group on the suggestion made by the Employers’ group.
90. *The Committee recommends that the Governing Body request the Director-General to:*
- (a) *continue to monitor developments at the IMO and to evaluate any amendment to or interpretation of agreements of the International Convention on Tonnage Measurement of Ships, 1969 (1969 TM Convention), that could have an impact on the Work in Fishing Convention, 2007 (No. 188), especially on Annex III;*
  - (b) *monitor developments and evaluate any amendment to or interpretation of agreements of the 1969 TM Convention that could have an impact on the Maritime Labour Convention, 2006; and*
  - (c) *encourage the IMO to give full consideration to possible amendments to or interpretation of agreements of the 1969 TM Convention that would lead to improved welfare of seafarers or fishers or both.*

### **3.3. Revision of the guidelines on the medical fitness examinations of seafarers, and revision of the Addendum to the *International Medical Guide for Ships* concerning ships' medicine chests**

91. Ms van Leur, introducing the paper,<sup>11</sup> explained that the objective of the proposals contained in the paper was to finalize the preparation of the revised guidelines at a meeting to be held from 26 to 30 September 2011. It would be a joint meeting with the IMO and the resulting guidelines would be ILO–IMO guidelines. The WHO would provide continued technical support. It was proposed that the guidelines should have an annex providing specific guidance for the fishing industry. The Office would therefore seek adequate representation of the social partners in the fishing industry, without affecting the representation of shipowners and seafarers. With regard to the important issue of the contents of the medicine chest and the revision of the *International Medical Guide for Ships*, a separate small meeting should be held, subject to progress being achieved on those issues in discussions with the WHO and IMO at the September 2011 meeting.
92. Both the Worker and Employer Vice-Chairpersons expressed concern that the WHO was not taking part in the process of preparing and adopting the revised guidelines and that the WHO had published a Quantification Addendum to the *International Medical Guide for Ships* specifying quantities of medicine for ships' medicine chests without holding consultations with the other stakeholders. The failure of the WHO to endorse the guidelines could result in them not being quite as influential as the previous ILO–WHO document. For that reason, they requested the Director-General to raise those issues with the WHO at a suitable level.
93. *The Committee recommends that the Governing Body:*
- (a) *take note of the actions already taken by the Office, particularly the outcomes of the Joint ILO–IMO Working Group preparatory meeting that took place from 4 to 7 October 2010;*
  - (b) *approve, on the basis of its decision at its 303rd Session (November 2008), the holding of the Joint ILO–IMO Meeting on Medical Fitness Examinations of Seafarers from 26 to 30 September 2011, with a composition of eight Government representatives nominated by the IMO and four Shipowners' and four Seafarers' representatives nominated by the ILO, and inviting the WHO to participate, with a view to finalizing the revision of the existing Guidelines for Conducting Pre-sea and Periodic Medical Fitness Examinations for Seafarers, and request the Office to report the final outcome to the Governing Body prior to the publication of the revised guidelines;*
  - (c) *request the Office to pursue discussions with the IMO and WHO to address seafarers' and fishers' specific needs;*
  - (d) *approve the holding of a small tripartite meeting, in cooperation with the IMO and WHO, to revise the Quantification Addendum to the International Medical Guide for Ships published by the WHO, as set out in paragraph 10 of document GB.310/STM/3/3.*

<sup>11</sup> GB.310/STM/3/3.

### 3.4. Revision of the IMO/ILO/UNECE Guidelines for packing of cargo transport units (1997 edition)

94. Ms van Leur, introducing the paper,<sup>12</sup> indicated that the issue had also been discussed during the Global Dialogue Forum on Safety in the Supply Chain in Relation to Packing of Containers, which had been held on 21 and 22 February 2011. Paragraph 20 of the points of consensus adopted by that GDF concerned the issue before the Committee, as it requested the ILO, IMO and the United Nations Economic Commission for Europe (UNECE) to proceed with the revision of the existing Guidelines for packing of cargo transport units and called for the resulting document be a “code of practice” rather than “guidelines”. At initial consultations held by the Office, the IMO and UNECE had indicated their willingness to consider the proposal should the ILO Governing Body take a positive decision. The Office would therefore send a formal request to the other two organizations if the Governing Body approved the proposal that the process for the revision of the Guidelines would lead to a code of practice. The Office accordingly proposed that the Committee consider amending the point for decision in paragraph 8(a).
95. The Worker Vice-Chairperson agreed with the amendment and also proposed a change to paragraph 8(b) to clarify that nominations were to be made by the secretariat of the Workers’ group.
96. The Employer Vice-Chairperson noted that the GDF in February 2011 had been a successful and productive meeting. He supported the points for decision as amended and requested the Office to seriously consider covering the participation costs of all representatives from the sectors concerned.
97. The Government representative of Zambia, speaking on behalf of the Africa group, supported the revision of the 1997 edition of the Guidelines. However, he expressed concern that governments did not appear to be included in the process, which was a required element of tripartism.
98. The Government representative of Japan supported the idea to establish a joint IMO/ILO/UNECE working group to revise the Guidelines. Japan had chaired the GDF in February 2011 and was willing to contribute to the deliberation on the revision.
99. *The Committee recommends that the Governing Body authorize:*
- (a) *the development of an IMO/ILO/UNECE code of practice through the revision of the IMO/ILO/UNECE Guidelines for packing of cargo transport units (1997 edition) by a joint IMO/ILO/UNECE working group on the basis of the proposals made by the Office in consultation with the secretariats of the IMO and UNECE, as set out in paragraphs 4, 5 and 7 of document GB.310/STM/3/4; and*
  - (b) *the participation of the ILO in the joint working group through one or more ILO officials, as well as one Government, one Worker and one Employer representative, nominated by the Government group and the secretariats of the Workers’ and Employers’ groups of the Governing Body, respectively, as set out in paragraph 6 of document GB.310/STM/3/4.*

<sup>12</sup> GB.310/STM/3/4.

**3.5. Composition of the Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries (Geneva, 24–27 October 2011)**

100. The Committee unanimously supported the proposal in document GB.310/STM/3/5.

101. *The Committee recommends that the Governing Body approve that five additional Worker and five additional Employer participants, selected after consultations with their respective groups, be invited to attend the Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries.*

**4. The sectoral dimension of the ILO's work: Update of sectoral aspects in the context of economic recovery: Education and research**

102. Mr Dragnich, introducing the paper before the Committee,<sup>13</sup> recalled the previous discussion on the subject held in March 2010.

103. The Worker Vice-Chairperson, noting the relative paucity of information in the Office paper, questioned whether developing countries were resisting the impact of the economic recession on employment in the sector and wondered whether the paper presented the full picture. Precarious forms of employment were spreading within teaching. Paragraph 10 of the paper signalled an increase in the number of non-professional teachers, which impacted on the teaching profession and educational quality. Social dialogue was weak in the context of discussions concerning the scope and nature of budget reductions, as pointed out in paragraph 24. Developments since the paper had been issued highlighted the difficulties in that domain, as some states of the United States were threatening to or had abolished rights that had been established over 50 years earlier. The Workers' group agreed with the activities outlined in paragraph 26 for ways in which the Office could assist constituents on that subject. It was to be hoped that resources could be made available for the work.

104. A Worker member from Canada cited examples of government underfunding of education over time, including the funds needed for safe and healthy infrastructure for "First Nations" indigenous people in her country, and cuts in international development assistance, despite the importance attached to youth.

105. A Worker member from Ghana regretted that the Office paper, notably in table 1, did not capture the situation in developing countries. The Office should make greater efforts to remedy the situation. Governments should realize that education was a basic human right and need, and that major cuts in education budgets should therefore be avoided.

106. The Employer Vice-Chairperson complimented the Office on a well-prepared paper.

107. A representative of the Office, Mr Bill Ratteree, concurred that there had been a lack of information available from developing countries when compiling the report, due partly to the general lack of information from developing countries, and partly to a decline in sources of such information as a result of structural adjustments following the worst

<sup>13</sup> GB.310/STM/4.



periods of the economic crisis. More comparable information from developing countries should be developed and utilized, and the Office would make efforts along those lines in future activities. The Office would participate in the coming days in an international summit on the teaching profession hosted by the UNDP, the Organisation for Economic Co-operation and Development and Education International.

## **5. Evaluation of the action programmes on health services, public services, telecommunication services and utilities**

## **6. Report on the Action Programme on Transport Equipment Manufacturing: The employment relationship, rights at work and social protection (automotive sector)**

- 108.** Mr Dragnich introduced both papers,<sup>14</sup> as it had been suggested by the Chairperson that the two items could be discussed jointly. As Chairperson of the ILO Evaluation Advisory Committee, he was satisfied with the approach taken in the evaluation of action programmes.
- 109.** The Worker Vice-Chairperson welcomed the evaluation as a useful exercise and supported the points made in paragraph 20 of document GB.310/STM/5, especially the idea that some action programmes would have a longer time frame which, she suggested, should be linked to the duration of the Strategic Policy Framework. Action programmes should be designed so that they would become self-sustaining and could be handed over to the constituents after the end of ILO interventions. In selecting countries, two key issues needed to be considered: the preparedness of the social partners to engage in joint activities; and the multiplier effects that the programmes could generate. Her group supported the action programmes proposed for 2012–13 in mining, textiles and clothing, utilities and health services. DWCPs could serve as a basis for the selection of action programme countries, but should by no means be the only criteria considered.
- 110.** With regard to the Action Programme on Transport Equipment Manufacturing, the Worker Vice-Chairperson noted that the focus of the Action Programme had been changed as a result of the economic crisis. She welcomed such changes, provided that they were subject to consultations with the constituents. Turning to the points of consensus of the Asian Regional Workshop on the Automotive Industry, she emphasized the importance of points (h), (i) and (j), relating to precarious work in the industry, and suggested that follow-up activities should concentrate on those points. The automotive industry was undergoing a major transformation from the use of combustion engines to fuel cells or electric drives, and the resulting impacts on employment should be taken into account in any future work in the sector.
- 111.** The Employer Vice-Chairperson thanked the Office for the paper and asked for more information on the process of self-evaluation, and particularly the involvement of the Evaluation Unit (EVAL). Turning to document GB.310/STM/6, he expressed concern that paragraph 9 referred to a skills development programme in the Philippines. His group objected to that activity and it was unacceptable that the necessary consultations had been bypassed.

<sup>14</sup> GB.310/STM/5 and GB.310/STM/6.

- 112.** The representative of the Government of Peru noted that the utilities action programme had been highly effective in ensuring that social dialogue took place at the country level. The Sectoral Activities Department should consult the relevant regional and country offices when selecting countries.
- 113.** The representative of the Government of India noted the indication in the paper that gender issues were mostly addressed incidentally rather than systematically in the implementation of action programmes and called for the Office to be more systematic in incorporating gender in future action programmes.
- 114.** The representative of the Government of Zambia, speaking on behalf of the Africa group, agreed with the lessons learned and the proposed methodology with regard to future decisions on the choice of countries. Turning to the Asian Regional Workshop on the Automotive Industry, he observed that the points of consensus were also of great relevance to Africa.
- 115.** In response to the requests for clarification by the Employer Vice-Chairperson and the representative of the Government of Zambia, Ms van Leur explained that the self-evaluation process was a well-established approach for the evaluation of relatively small projects (such as the action programmes). The self-evaluation had been carried out in consultation with EVAL and in line with the methodology approved by the Governing Body in 2008. She recalled that document GB.310/STM/6 was submitted for information only and agreed that it should not have referred to detailed country-specific activities undertaken in 2012–13, such as in the Philippines, which was not done consistently throughout all papers.
- 116.** The secretary of the Employers' group explained that it had been impossible to initiate the action programme in India and South Africa. For that reason, two subregional meetings (in Asia and Latin America) had been proposed. Since the Employers' group had not been able to endorse the holding of the Latin American meeting, only a regional workshop had been held in Tokyo in 2009. Paragraph 9 of document GB.310/STM/6 showed that the activity formed an integral part of the action programme and should therefore have been the subject of consultations with the social partners. As it was being undertaken unilaterally by the Office, the activity should not take place as the Employers' group had not been consulted and would not take part in it.
- 117.** In response to a request for clarification by the Employer Vice-Chairperson, a representative of the Office, Mr John Myers, noted that the reference to child labour in telecommunications services was related to the sale by child street vendors of airtime cards for mobile phones in Africa. The problem had been identified at the Tripartite Regional Seminar on Skills and Employability in Telecommunications Services in Africa in 2006. It had been followed up in Uganda in 2007–09 by research, a tripartite validation workshop, awareness raising and assistance to help child workers return to school.

Geneva, 17 March 2011

*Points for decision:* Paragraph 58  
Paragraph 66  
Paragraph 74  
Paragraph 82  
Paragraph 85  
Paragraph 90  
Paragraph 93  
Paragraph 99  
Paragraph 101