



## SECOND ITEM ON THE AGENDA

**Composition and purpose of the sectoral meetings to be held in 2002****Contents**

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## Introduction

1. At its meeting in November 2000, the Committee selected the 12 sectors and topics to comprise the programme of sectoral meetings for 2002-03. The sectors and topics selected by the Committee are reflected in the Programme and Budget proposals for 2002-03.<sup>1</sup> It is understood that the meetings selected for 2003 and their agendas will be subject to confirmation at the November 2001 session of the Governing Body. Taking this into account, the Director-General has drawn up proposals with regard to the size, composition, type of delegation and output of each meeting to be held in 2002.
2. Provision has been made in the Programme and Budget proposals for 2002-03 for the Office to bear the costs of a maximum of 480 participants to the 12 sectoral meetings. This is in line with the practice of maintaining the average size of meetings over a biennium at 20 participants from each group. The Office will also meet the expenses of a few experts to participate in panel discussions, and of one Governing Body representative to preside over each meeting.
3. The sizes proposed below for the six meetings and the composition of any meetings that are not fully tripartite are in accordance with the budget allocation proposed for 2002-03. Any increase in the number of delegations to one or more meetings will therefore have to be matched by a corresponding decrease for other meetings.

## Criteria for the selection of member States

4. In proposing the member States to be invited to appoint delegates to the meetings, the Office has taken into account the following criteria, which are listed in paragraph 7 of the *General characteristics of sectoral meetings* adopted by the Governing Body at its 264th Session (November 1995):
  - (a) the importance of the country concerned in the sector;
  - (b) the importance of the sector for the country concerned;
  - (c) maintenance of a balance between continuity and rotation in participation in meetings for the sector;
  - (d) appropriate geographical distribution;
  - (e) any other relevant factors.
5. The Office dispatched a letter on 5 December 2000 to all member States to inform them of the titles of the six meetings to be held in 2002 and to invite them to list, in order of priority, the meetings to which they would be interested in being invited, although the final selection would be made by the Governing Body. A deadline for answers was set at 20 January 2001. By 6 February 2001 the Office had received answers from 75 member States. Accordingly, the wishes and preferences expressed by member States and received by 6 February 2001 have to the greatest extent possible also been taken into account in the

<sup>1</sup> GB.280/PFA/7.

proposals made below. In this proposal, 69 countries are proposed to be invited to at least one of the six meetings. A further 15 countries are included in the lists of reserve countries.

## Duration

6. The duration proposed by the Office for each of the meetings is five calendar days (Monday-Friday).

## Types of delegation

7. The Committee is called upon to make a recommendation concerning the method of selection of the participants to the six meetings. Two possibilities may be envisaged:
  - (a) that the countries selected be represented by national delegations (tripartite or bipartite as appropriate);
  - (b) that the Government representatives be appointed by the governments of the countries selected and the Employers' and Workers' representatives be appointed on the basis of nominations made by the respective groups of the Governing Body.
8. In November 1995, the Governing Body agreed<sup>2</sup> that larger meetings would normally have national delegations, while smaller meetings would normally comprise delegates nominated by governments and by the respective groups. The size of the proposed meetings ranges from 18 to 24 per group. All meetings in the 2000-01 biennium had delegates nominated by governments and by the respective groups.

## Recommendations

9. The Committee is called upon to make recommendations to the Governing Body for each of the meetings listed below regarding:
  - (a) the duration of the meeting;
  - (b) the type of meeting (bipartite or tripartite) and the number of delegations;
  - (c) the method of selection of delegates;
  - (d) the countries to be invited;
  - (e) the countries to be included in the reserve list;
  - (f) the purpose of the meeting.

<sup>2</sup> *General characteristics of sectoral meetings*, para. 6.

## Meetings

### A. Health services. Social dialogue in the health services: Institutions, capacity and effectiveness

10. Health sector reforms frequently result in newly emerging structures, management approaches and political responsibilities, which necessitate a review and strengthening of the social dialogue institutions, and of the capacity and effectiveness of social dialogue in the sector. In decentralized health systems and “non-institutionalized” settings, employers are sometimes unfamiliar with social dialogue in the health sector, as are private employers entering the field of service provision in the public interest. Collective agreements have to be reached at the local level, and can be a challenge to the structures of workers’ organizations. Strengthened institutions of social dialogue will facilitate the operationalization of decent work in health care at the national level.
11. In accordance with past practice and taking into account the characteristics of the sector, the Director-General proposes that this be discussed in a joint meeting, with significant private sector employer participation, and composed of 50 participants: 18 Government representatives, seven Employers’ representatives from the private sector, and 25 Workers’ representatives. It is proposed that the following 18 countries be invited to participate in the meeting: Barbados, Cameroon, Denmark, Ecuador, Estonia, Germany, Lebanon, Mali, Mauritius, Morocco, Pakistan, Panama, Peru, Philippines, Russian Federation, Spain, Thailand and the United States.
12. It is further proposed to place the following countries on the reserve list: Argentina, Bangladesh, Belarus, Belgium, Canada, Colombia, El Salvador, Finland, France, Greece, Hungary, Israel, Kiribati, Luxembourg, Madagascar, Malta, Mozambique, Namibia, New Zealand, Poland, Portugal, Romania, San Marino, Sri Lanka, Switzerland, Togo, United Arab Emirates, Uruguay, Venezuela, Yugoslavia and Zimbabwe.
13. The Committee may wish to recommend that the purpose of the meeting be: to exchange views on new structures and management approaches and how they affect the capacity and effectiveness of the social partners in social dialogue, using a report prepared by the Office as a basis for its discussions; to identify a framework for how social dialogue could be strengthened in the context of structural change and new quality standards in the health services sector; to adopt conclusions including practical guidance for the strengthening of social dialogue; and to adopt a report on its discussion. In addition, the Committee may wish to recommend that the meeting may also adopt resolutions.

### B. Mechanical and electrical engineering industries: Lifelong learning in the mechanical and electrical engineering industries

14. The mechanical and electrical engineering (MEE) industries cover a wide spectrum of activities ranging from heavy machinery to highly sophisticated electronic equipment, the manufacture of which requires different and varying levels of skill. In fact, according to the WTO “office and telecommunications equipment comprise the hardware component of today’s revolution in information technology” and trade in products of the MEE sector has been growing twice as fast as total world trade throughout the 1990s. MEE industries are particularly significant for many developing countries. However, most countries are suffering from skills shortages to varying degrees and at various levels in many segments of the industry that are under pressure from global competition. In 1998, the Tripartite Meeting for the MEE industries adopted conclusions stating that governments should

provide sound basic education and regularly adapt curricula and teaching methods so that they remain relevant to the rapidly changing needs of the workplace. The training provided should impart portable skills and be carried out in the context of lifelong learning for long-term careers. There should be tripartite involvement in the definition of training needs, and, where appropriate, in the administration of training programmes. The discussions on human resources development at the International Labour Conference (2000) provided a further impetus to examine this topic<sup>3</sup> in a sectoral meeting.

15. The Director-General proposes that this be a tripartite meeting with 60 participants, and that the following 20 countries be invited to participate: Belgium, Chile, China, Egypt, Finland, France, Hungary, India, Japan, Republic of Korea, Malaysia, Mexico, Morocco, Poland, South Africa, Spain, Sri Lanka, Thailand, United Kingdom and the United States.
16. It is further proposed to place the following countries on the reserve list: Austria, Belarus, Czech Republic, Ecuador, Indonesia, Islamic Republic of Iran, Kenya, Lebanon, Norway, Pakistan, Panama, Peru, Philippines, Portugal, Sudan, Switzerland, Tunisia and Zimbabwe.
17. The Committee may wish to recommend that the purpose of the meeting be: to exchange views on the need for lifelong learning and training in the MEE industries, and the social and labour implications for the parties concerned, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. In addition, the Committee may wish to recommend that the meeting may also adopt resolutions.

### **C. Mining (coal and other mines): The evolution of employment, working time and training in the mining industry**

18. Competition, remote locations, greater environmental requirements, increased focus on occupational safety and health and new technologies are having a profound impact on all aspects of work in the mining industry. Employment levels, overall and per mine, continue to decline; working time is becoming increasingly varied and flexible; and training needs are becoming both broader and deeper in order to ensure that the requisite skills are acquired, productivity is enhanced and career paths are developed and maintained. The labour and social implications of these stimuli, and the extent to which social dialogue can ensure that they are recognized and managed in sometimes difficult conditions, are important issues for consideration.
19. The Director-General proposes that this be a tripartite meeting with 54 participants and that the following 18 countries be invited to participate: Bulgaria, Canada, Chile, China, Germany, Ghana, India, Indonesia, Namibia, Peru, Philippines, Poland, Romania, South Africa, Togo, Ukraine, United States and Zambia.
20. It is further proposed to place the following countries on the reserve list: Argentina, Botswana, Colombia, Ecuador, Finland, Greece, Islamic Republic of Iran, Madagascar,

<sup>3</sup> 88th Session, 30 May-15 June 2000, Report V, *Training for employment: Social inclusion, productivity and youth employment. Human resources training and development: Vocational guidance and vocational training*. Fifth item on the agenda, Geneva, International Labour Office, 2000.

Mexico, Mongolia, Morocco, Portugal, Sudan, United Republic of Tanzania, Thailand, United Kingdom, Uruguay and Zimbabwe.

21. The Committee may wish to recommend that the purpose of the meeting be: to exchange views on the evolution of employment, working time and training in the mining industry, the social and labour implications of these developments for the parties concerned, and the role of social dialogue in addressing them, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. In addition, the Committee may wish to recommend that the meeting may also adopt resolutions.

**D. Oil and gas production: Promotion of good industrial relations in oil and gas production and oil refining**

22. The employment and welfare of workers in the oil and natural gas industries and the economic health of many countries depend on the viability of these sectors. The sectors, in turn, rely on the quality of the workforce and good industrial relations, which are important factors in maintaining production and the stable supply of petroleum products. The effects of poor industrial relations and disputes are likely to be widespread, even extending to the economy at large. Social dialogue can be a means of achieving a cooperative approach to industrial relations and for preventing or settling industrial disputes. Particular attention needs to be paid to industrial relations issues in remote locations, where much oil and gas production takes place.
23. The Director-General proposes that this be a tripartite meeting, with 54 participants and that the following 18 countries be invited to participate: Belarus, Cameroon, China, Ecuador, Egypt, France, Islamic Republic of Iran, Japan, Mexico, Mozambique, New Zealand, Nigeria, Norway, Romania, Trinidad and Tobago, United Arab Emirates, United Kingdom and Venezuela.
24. It is further proposed to place the following countries on the reserve list: Algeria, Argentina, Austria, Chile, Colombia, Finland, Kenya, Lebanon, Lithuania, Morocco, Pakistan, Panama, Peru, Philippines, Poland, South Africa, Sudan and Zimbabwe.
25. The Committee may wish to recommend that the purpose of the meeting be: to discuss and review different approaches to promoting good industrial relations in a variety of geographical, cultural, political, economic and technical circumstances, using a report prepared by the Office as a basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. In addition, the Committee may wish to recommend that the meeting may also adopt resolutions.

**E. Postal and other communications services: Employment, employability and equal opportunities in the postal and telecommunications services**

26. New technologies, globalization, privatization and deregulation have transformed the postal and telecommunications sector substantially, bringing growth and new opportunities, but also being blamed for job losses, reinforcement of inequalities and other problems. Training and retraining are crucial for the future of these industries. Lifelong learning is the norm in telecommunications services because the industry is changing so

rapidly; with the focus on enhancing employability and boosting productivity. In postal services, the pace of change is slower and training is of a less continuous nature, but employability and productivity are again keywords. Employment and unemployment data may give some idea of the impact of privatization, restructuring and information and communication technologies (ICT). With regard to equal opportunities, gender segregation in the two industries will be discussed, with international comparisons and evolution over time.

27. The Director-General proposes that this be a tripartite meeting with 66 participants, and that the following 22 countries be invited to participate: Argentina, Barbados, Canada, Chile, China, Croatia, France, India, Islamic Republic of Iran, Japan, Kenya, Republic of Korea, Lithuania, Malta, Morocco, Portugal, Russian Federation, Slovakia, Spain, Switzerland, United Kingdom and Zimbabwe.
28. It is further proposed to place the following countries on the reserve list: Austria, Benin, Cambodia, Cameroon, Cuba, Egypt, Estonia, Finland, Greece, Kiribati, Lebanon, Luxembourg, Mali, Norway, Panama, Philippines, Poland, San Marino, Thailand, Trinidad and Tobago, Ukraine, United Arab Emirates and Uruguay.
29. The Committee may wish to recommend that the purpose of the meeting be: to exchange views on employment, employability and equal opportunities in postal and telecommunications services, the social and labour implications of these developments for the social partners, and the role of social dialogue in addressing them, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. In addition, the Committee may wish to recommend that the meeting may also adopt resolutions.

#### **F. Transport. The restructuring of civil aviation: Consequences for management and personnel**

30. As indicated in the proposal to hold this meeting, the airline industry is going through an accelerated process of globalization, restructuring, liberalization and consolidation in order to seek economies of scale. The changed regulatory environment and the drive to privatize state-owned companies has led either to national consolidation and/or to increased transnational ownership of airlines and airports, as well as other forms of cooperation, such as airline alliances. At the same time, there has been a marked increase in the number of autonomous service providers for air navigation services and airport management, the worldwide consolidation of catering, ground handling and maintenance companies, as well as the rapid growth of low-cost airlines. The profound impact on management and employee attitudes and the nature of industrial relations is of concern internationally and to the ILO. The process is also leading to further changes in social dialogue, employment relationships, job security, working conditions and social protection. The applicability of occupational safety and health legislation, accident rates on airport ramps and stress at work are other areas of concern. Developments in employment, skills and qualification levels, as well as gender issues will be analysed.
31. The Director-General proposes that this be a tripartite meeting with 60 participants, and that the following 20 countries be invited to participate: Austria, Benin, Brazil, Canada, Czech Republic, Egypt, El Salvador, France, Kenya, Kiribati, Republic of Korea, Lebanon, Norway, Pakistan, Peru, Philippines, Sudan, United Kingdom, Venezuela and Zimbabwe.
32. It is further proposed to place the following countries on the reserve list: Bangladesh, Barbados, Cameroon, Cambodia, Chile, China, Croatia, Finland, Islamic Republic of Iran,

Lithuania, Malta, Mauritius, Morocco, Namibia, Romania, Spain, Switzerland and Thailand.

33. The Committee may wish to recommend that the purpose of the meeting be: to exchange views on the restructuring of civil aviation and its consequences for management and personnel, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations and by the ILO; and to adopt a report on its discussions. In addition, the Committee may wish to recommend that the meeting may also adopt resolutions.
34. *The Committee may wish to make recommendations to the Governing Body in respect of the six meetings included in the programme of sectoral meetings to be held in 2002, concerning:*
- (a) *the duration of the meetings, as proposed in paragraph 6;*
  - (b) *the type of meeting and the number of delegations, as proposed in paragraphs 11, 15, 19, 23, 27 and 31;*
  - (c) *the method of selection of the participants, according to one of the alternatives proposed in paragraph 7;*
  - (d) *the countries to be invited to be represented, as proposed in paragraphs 11, 15, 19, 23, 27 and 31;*
  - (e) *the countries to be included on the reserve lists, as proposed in paragraphs 12, 16, 20, 24, 28 and 32; and*
  - (f) *the purpose of the meetings, as proposed in paragraphs 13, 17, 21, 25, 29 and 33.*

Geneva, 12 February 2001.

*Points for decision:* Paragraph 34.