



SIXTEENTH 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 21 March 2003. The Chairperson was Mr. Rimkunas (Government, Lithuania) and the Employer and Worker Vice-Chairpersons were Mr. Jeetun and Mr. Zellhoefer, respectively.
2. At the commencement of the work of the Committee, Mr. Zellhoefer paid tribute to Mr. Oscar de Vries Reilingh, the recently retired Director of the Sectoral Activities Department. He thanked him for his long, professional competence and dedicated service to the ILO and his commitment to the labour movement. Expressions of appreciation were also made by the Chairperson, Mr. Jeetun on behalf of the Employers' group and by the representative of the Government of Germany, speaking on behalf of the IMEC countries.

I. Review of the Sectoral Activities Programme: Towards greater flexibility and impact in 2004-05

3. The Committee had before it a paper¹ on the review of the Sectoral Activities Programme.
4. Ms. Paxton, Executive Director of the Social Dialogue Sector, introduced the document and stressed its importance in setting forth critical decisions for the Committee in bringing the current review of sectoral activities to a close and on setting the Sectoral Activities Programme on a new and improved path. The Office had held extensive consultations with constituents throughout the review process and in developing the paper. Efforts were made to maximize the impact of limited resources, to focus on issues that were relevant and timely, and to maintain flexibility in addressing the needs and priorities of individual sectors in the most effective way. It was important to note that the new approach would require a continuation and intensification of the consultations that had already occurred.
5. Ms. Paxton thanked the constituents for providing detailed and thoughtful responses to the questionnaire. Apologies were extended to the Government of the United Kingdom as its

¹ GB.286/STM/1 and GB.286/STM/1(Corr.).

comprehensive reply had disappeared into an electronic black hole, but its comments had since been received and considered. In addition to the 26 governments mentioned in the paper, and the United Kingdom, a further 11 replies from the Governments of Australia, Burundi, Iraq, Mauritius, Morocco, Panama, Rwanda, Qatar, Singapore, Spain and Zimbabwe were received between 6 February and 20 March. The views expressed were broadly in line with those in the earlier replies that were reflected in the paper. Consolidated replies from the Employers' and the Workers' groups were also received and were summarized in the paper. The new programme was designed with the goals of impact, relevance, timeliness, flexibility and effectiveness foremost in mind. Effort has been made to integrate sectoral activities into the other work of the ILO and to better leverage resources, within and outside the ILO. A realistic approach to change had been taken, resulting in an innovative and realizable programme for 2004-05 that broke new ground while still providing the security, continuity and usefulness of the traditional approach of addressing sectoral issues through meetings and follow-up activities. The proposal assumed that each work programme and/or meeting for each sector selected would have an equal allocation of resources over the biennium. The Committee could then set the broad parameters of the kind of work that would be done in a particular sector, and in-depth consultations could follow.

6. Ms. Paxton pointed out that the work programme fell into three general categories – action programmes, small planning meetings followed by short action programmes, and international sectoral meetings. The selection of a particular activity for one biennium did not preclude changing it in the next cycle. The proposal maintained the 22 sectors for the 2004-05 biennium and adhered to the practice of rotation between them, as well as including suggestions for cross-sectoral activities. Priority labour and social issues in different sectors needed to be considered in the future however, with a view to identifying and addressing important issues as and when they arose. For the 2004-05 biennium a mix of activities that took into account the calls for greater cooperation, transparency, flexibility and impact was proposed. The ten sectors for consideration were based on the practice of rotation. The responses to the questionnaire showed solid support for the three proposed action programmes in agriculture, education, and footwear, textiles and clothing, but further consultations were needed in order to fine-tune them. Many governments had expressed a willingness to contribute at the national level to developing and implementing the action programmes in their countries, providing the “ownership” that was so important, as well as valuable assistance from a resources perspective.
7. Ms. Paxton elaborated on the proposal for the three small planning meetings that would lead to three one-year action programmes. The consultation process, and the resulting ownership in developing and undertaking these activities would be crucial to their success. It was important to remember that the cost of short meetings would come from the funds available for the particular sectors selected. This would affect the amount left for the action programme but she was convinced that they had the potential to attract additional funds to enable their expansion. Due to the logistics of holding a small planning meeting and launching a one-year action plan, it was the intention of the Office to hold these planning meetings early in 2004. Finally, it was suggested that five or six international tripartite sectoral meetings be held during the biennium, most of them in 2005. The topic, nature, purpose and output of each meeting could take one of a number of forms, to be decided once a timetable for the meetings would be proposed. There was also scope for either a multi-sectoral meeting or a meeting dealing with a subsector or a new sector.
8. Ms. Paxton summarized the proposal, stressing that to go much further would be risky at this first attempt at change, especially recognizing the strong feeling among constituents about the usefulness of meetings of different sorts. An important component of the decisions to be taken was the process for evaluating the changes made. The processes would vary but in order to continue to meet the objectives of impact, relevance, timeliness,

flexibility and effectiveness, the ability to evaluate the work and to react to lessons learned was necessary. Equally important was the need to agree on a consultation mechanism, particularly for governments, enabling work to commence immediately after the Governing Body.

9. Ms. Paxton reminded the Committee that this was potentially the most significant shift in approach of the Sectoral Activities Programme since its inception nearly 60 years ago. Agreement to the new approach would launch the Programme on a new, reinvigorated course leading to greater impact for the constituents and within the ILO.
10. Mr. Jeetun, thanked the Office for the paper which he hoped would provide a way forward. While the Employers' group had reservations on some points, there were useful ideas to be considered, but different emphases should be placed on the activities proposed. He recalled the Employers' position in the working party and at the November 2002 sitting of the Committee, notably the importance of sectoral meetings and undertaking follow-up action. This was a logical sequence and should be reflected in the decision paragraph. The Employers' group did not favour multi-sectoral activities, neither for meetings nor action programmes as they were not compatible in an age of specialization. The transport sector should have been included in the light of its importance. Having all the sectoral meetings in the second half of the biennium could cause disquiet about the future of international tripartite meetings. The Employers' group was prepared, for example, to have two sectoral meetings less and to reduce the size of the remaining ones, as well as having shorter reports, in order to free up resources – from all types of savings – for follow-up activity, the lack of which was a major weakness. It should be possible to hold five international sectoral meetings in each year of the biennium. Action programmes were an example of follow-up activities and should not be substitutes for sectoral meetings. Rather they should complement them. The three proposals for major action programmes were derived from earlier sectoral meetings. The Employers' group noted that they had been improved since November, was relieved that each sector would have the same amount of resources, and supported them. There were, however, still issues to be finalized and consultations should take place as soon as possible in this regard, particularly as far as ensuring that each had obtainable and quantifiable objectives. The social partners should be closely associated with each action programme throughout its life, not merely at its inception. As for the proposals for small planning meetings and short action programmes, it was important to ensure that the meetings were of sufficient size so as to be representative of the sector concerned. The Committee might need to obtain more information on these proposals before a decision was taken. The suggestions in the paper were not exhaustive and additional input from constituents should be sought. Specifically, the Employers' group did not support the use of the term “socially sustainable development” used in the agriculture and forestry proposals, nor the proposal on export processing zones, which would more appropriately be handled under the aegis of the Committee on Employment and Social Policy. Since the new directions proposed were experimental, there should be transparency, involvement and consultation throughout the process. It would be very useful if the Committee were to have a table of meetings held and planned so that follow-up activities could be monitored.
11. Mr. Zellhoefer welcomed the Office paper that recognized the need for the Sectoral Activities Programme to move forward with action-oriented concrete activities and the awareness of the Office of the need for proper evaluation. The Workers' group responses to the questionnaire had highlighted the need for more ILO collaboration with other international organizations within and beyond the United Nations family, and within the Office. This should be borne in mind when the new programme starts. It was heartening that governments had emphasized the relevance of sectoral activities in their replies including their link with ratification and promotion of sectoral Conventions and work at national level encouraging synergies, even if the number of replies was unfortunately low,

even taking late ones into account. The Workers' group agreed with a more action-oriented approach, which was in line with the recent discussions on the programme and budget, and they welcomed a sector action programme that was designed and carried out through extensive consultation among the Office and the tripartite constituents. He recalled the Workers' group proposal to maintain resources for each sector but also to plan work beyond a strict two-year budget in order to overcome the current stop-start approach. Retention of the 22 sectors was strongly supported; any possible eventual change to this should be through a proper process and constituent-driven. The Workers' group preference was for all ten sectors in the coming biennium to have small tripartite steering groups with a meeting and action programmes, and that all resources attributed to meetings, including interpretation and report production, should be available to them. It was of considerable concern that resources for the critically important construction sector seemed to be in doubt since it should have a multi-year major action programme in the light of the importance given to it by all constituents as well as the media, cultural and graphic component. The major action programme for agriculture needs further topics included such as gender and migrant workers and the one on textiles needs freedom of association components. As for the forestry sector, an action programme that focused on the training of labour inspectors in sustainable forestry certification concerning ILO core Conventions should be developed and implemented. Holding a meeting for the media, cultural and graphical sector that addressed "the future of work and quality in the information society", and to be held between the two next meetings of the World Summit on the Information Society, would make an important contribution to the debate. Tripartite planning and action programmes were especially welcome for basic metals, financial and professional services, hotel, tourism and catering and transport equipment manufacture. As far as multi-sectoral activities were concerned, all three proposals in the paper had merit, with that on HIV/AIDS being a good place to start implementing the code of practice at the sectoral level in the sectors and countries most affected, and of the likelihood of leveraging SECTOR's resources with contributions from ILO/AIDS. Many of the details could be finalized by June or November following extensive consultations between the Sectoral Activities Department and the constituents.

12. The representative of the Government of the Republic of Korea, speaking on behalf of the Asia and the Pacific group (ASPAG), said that the paper responded to constituents' concerns. Sectoral activities were important and there was a need to make them relevant in changing times. ASPAG agreed with the proposed approach, which should concentrate on how best to advance the Decent Work Agenda. Consultation was paramount if the Office was to be able to develop and deliver the appropriate activities. Closer links with other ILO units in Geneva and in the field should also be ensured in order to produce a more coordinated output that assisted specific countries. Shorter meetings, possibly away from Geneva, and a more robust evaluation process could be important in realizing improvements. The three proposed action programmes were an appropriate start, particularly if they were linked to small tripartite steering groups. The concept of small tripartite planning meetings and shorter action programmes was an interesting one. However, more clarification was needed, particularly concerning the selection of participants in the meetings. Increased participation by governments in sectoral meetings was welcomed but barriers remained under current arrangement for developing countries to take part. Having small meetings, including meetings of experts, outside Geneva could be a way to overcome them and boost the image of the ILO at national and regional levels. ASPAG supported subparagraphs (a), (b) and (e) of the points for decision. It had some reservations about subparagraph (c) since consideration should be given to holding an international tripartite meeting outside Geneva. The process of rotation of the sectors for consideration – subparagraph (d) – was no longer the most efficient way to meet the growing needs of ILO constituents and a different means of identifying sectors of key importance should be proposed.

- 13.** The representative of the Government of Cameroon, speaking on behalf of the Africa group, said that the proposals in the paper were very important for Africa in that they focused on poverty eradication, decent work, social protection, HIV/AIDS and employment. The group supported the proposals for the three major action programmes, particularly that on decent work in agriculture, which reflected the problems of Africa, and they looked towards the development of socially sustainable and economically manageable results. The group regretted the short time available to respond to the questionnaire and the resulting low number of responses, notably from Africa. Having national tripartite delegations would be an important way of further increasing government participation in meetings, particularly from capitals. Alternatively, opportunities for financing government participants should be explored, including national joint funding. The Africa group supported the new approach and looked forward to providing experts to take part in planning and steering meetings and the activities themselves. The group supported the points for decision, taking into account their comments on subparagraph (e) concerning government participation.
- 14.** The representative of the Government of Germany, speaking on behalf of the IMEC group, welcomed the paper and its proposals that entailed greater relevance and integration. The group agreed with the proposals for three two-year action programmes and the holding of small tripartite planning meetings to develop year-long action programmes, provided that appropriate government participation, the sectoral interests of governments and an adequate geographical distribution were ensured. The IMEC group considered that international tripartite meetings should be held according to the needs of the sector concerned. They recalled the difficulty governments had in finding experienced participants to attend five-day meetings and drew attention to the financial implications of such participation. The 22 sectors and the principle of rotation should remain as set out in subparagraph (d) of paragraph 36 of the paper. The suggested new approach would bring the Sectoral Activities Programme closer to constituents' needs, building on the significant contribution it had made in the past. It was important that goals and indicators for the programme be defined as it developed. A strategic plan for sectoral activities should be results-based and include methods for evaluation of and reporting on the component activities. Cooperation with other ILO units, including in the field, should be encouraged with the latter supporting and engaging more in sectoral activities. It was also important to ensure closer cooperation with other international organizations at the sectoral level.
- 15.** The representative of the Government of Argentina, speaking on behalf of the group of Latin American and Caribbean States (GRULAC), thanked the Office for the paper which reflected the opinions the group expressed last November and in their responses to the questionnaire. It presented a clear approach for sectoral activities to have a greater impact for the tripartite constituents through a mix of activities. The Office should proceed to identify priority labour and social issues in each sector in order to develop a viable programme. GRULAC supported the three major action programmes provided that consultations continued as the means of action were finalized. The mix of planning meetings and small action programmes was innovative. But all planning meetings needed adequate representation if the activities developed were to succeed. A number of questions needed to be answered, including the role of the participants and the financing of their participation. International tripartite meetings were also supported and it was encouraging to see that government participation in them had increased this biennium. The practice of inviting all member States should continue. In the same vein, he asked if it might be possible to increase the participation of employers and workers at such meetings beyond those selected by the Governing Body, at their own expense.
- 16.** The representative of the Government of Kenya commended the Office paper and welcomed the consultations that had taken place. Consultation at all stages was paramount if the programme were to realize its potential. His Government endorsed moves towards

developing the means to prioritize labour and social issues in future biennia and agreed with the Worker's group's response to the questionnaire that sectoral activities should be central to virtually every mainstream activity of the ILO. An important means to maximize the impact of sectoral activities would be to return to the practice of having national tripartite delegations. Among other things, this would facilitate national follow-up to meetings. There was a need to evaluate the level and nature of follow-up in the light of the widespread lack of it after many meetings. The three major action programmes, which were likely to contribute to poverty eradication, improved employment and decent work, were supported, as were the other points for decision. The Office should consider a range of options, including regional meetings and meetings of experts to develop sector-specific guidelines.

17. The representative of the Government of India endorsed the statement on behalf of ASPAG. Regional and subregional activities should be encouraged. As they were less costly for the governments concerned, fuller participation was very likely. Increased consultation was important if effective programmes were to be developed and carried out. The ten sectors in paragraph 17 of the paper were appropriate for activities in 2004-05.
18. The representative of the Government of Nigeria supported the statement on behalf of the Africa group and added that the Office should draw lessons from the small number of replies to the questionnaire and take appropriate action on a future occasion. In addition to endorsing the three proposed major action programmes, he highlighted the oil and gas, construction and health sectors as priorities for short action programmes.
19. The representative of the Government of Barbados, speaking on behalf of the English-speaking governments of the Caribbean supported the GRULAC statement. Action programmes should lead to the development of activities at the regional and subregional levels to meet specific needs. In addition to supporting the three major action programmes, the following sectors were priorities for her region: construction – particularly safety and health and contract work; hotels, catering and tourism; financial and professional services; and media, cultural, graphical – especially employment creation from cultural activities. HIV/AIDS and gender equality should be considered for multi-sectoral activities.
20. The representative of the Government of Romania welcomed the document and supported the direction of reform it proposed. She highlighted the importance of continuing with adequate follow-up from previous meetings. The three major action programmes were a priority and tripartite consultations in these and the other activities should be ensured.
21. The representative of the Government of the United States endorsed the IMEC statement and supported the efforts of the Office to revitalize sectoral activities and bring the review of the programme to a close. While supporting appropriate follow-up to meetings, different sectors needed different approaches and the information necessary to allocate resources should be available. His Government supported giving the Office the flexibility to make continual improvements in sectoral activities, measure progress and ensure accountability, and it looked forward to continuing to provide support to ensure the success of the programme. The paper contained helpful criteria for reform and the possibility of activities for multiple sectors and for new sectors was appreciated. He recalled his Government's proposal in its answer to the questionnaire that the Office prepare short papers in a standard format for each of the 22 sectors that described current activities, issues and options to ensure a more cohesive effort throughout the Office. The establishment of goals and performance indicators was critical to ensure a successful and fiscally responsible approach. The Office needed to address more effectively emerging trends and, in this regard, he supported innovative programmes such as the one for forestry suggested by the Workers' group. The implementation of the three major action programmes should be in

close consultation with other relevant sections of the Office, such as those dealing with the PRSP process and child labour.

22. The representative of the Government of the United Kingdom endorsed the IMEC statement. Her Government's priorities for short action programmes were the forestry, hotels, catering and tourism sectors and for a cross-sectoral activity on HIV/AIDS. That being said, her Government would support a consensus that emerged, including for international tripartite meetings.
23. Ms. Paxton, in response to questions and comments that had been raised, appreciated the call for greatly increased consultations in all aspects of the programme. There was flexibility once the principles had been decided, including on programme details and the locations of meetings and further consultations with the constituents would be necessary. Consultations had been held with other ILO departments during the preparation of the action programmes and other proposals and they were enthusiastically looking forward to collaborating in sectoral programmes. The Office needed a clearer idea from governments about consultations, which to date had been through the regional coordinators. In identifying key regions and countries for the different sectors, she suggested continuing to liaise with the coordinators in conjunction with the Sectoral Activities Department. Government representation in the small planning meetings was something for them to address. The special civil aviation and hotels meetings might be used as examples of small planning meetings in some cases. The Office recognized the need to provide a firm basis for any changes to the 22 sectors, or to the practice of rotation, and acknowledged the suggestion of the representative of the Government of the United States for short papers on each sector. Although a number of governments had raised the issue of tripartite national delegations, this had been dealt with previously and there was no consensus about reintroducing it. The Office advised member States about Employer and Worker participation in forthcoming meetings and would continue to do so. The dilemma of government participation from developing countries was acknowledged but no satisfactory solution had yet been found. The Office would continue to examine this issue, including seeking more creative means to broaden participation, such as video conferencing.
24. Mr. Zellhoefer said that the Employers' and Workers' groups had consulted and, taking into account the helpful suggestions and views put forward by government representatives, had developed a number of proposals for consideration. It was clear that sectoral activities had to be constituent-driven and greater government participation was both important and welcome if there was to be a strong and lasting impact on the ground in the sectors concerned. There was consensus on the three major action programmes in the agriculture, education and footwear, textiles and clothing sectors, although further consultations were needed to refine them and answer remaining questions. There had been considerable support for the second type of activity – small planning meetings and year-long action programmes – in the construction, hotel, catering and tourism, and financial and professional services sectors. Moreover, the Office should start work on the programme to develop a database in the transport equipment manufacturing sector. An international tripartite meeting for the media, cultural and graphical sector should be held, with the topic being “the future of work and quality in the information society”. Other details could be decided through tripartite consultations in the coming months. There had been considerable support from governments and the Workers' group for a multi-sectoral programme on HIV/AIDS. Activities for two sectors, forestry and basic metals, should be the subject of further consultations and the recommendations put to the Governing Body in June.
25. Mr. Jeetun was reassured that Ms. Paxton's statement that small tripartite meetings could be analogous to those that were held post-11 September 2001. The Employers' group supported the proposals for three major action programmes in the agriculture, education,

and the textiles, clothing and footwear sectors following additional consultations, including with the secretariat of the Employers' group. They also supported the principle of small action programmes in the construction, financial and professional services and hotel, catering and tourism sectors, with the issues for consideration to be determined through consultation by June. It was important to note that work already under way, for example in the construction sector, could be incorporated into these activities. The Employers' group supported the holding of an international tripartite meeting in 2004 for the media, cultural and graphical sector and agreed with the topic. Other details could be determined through tripartite consultations by June. Consultations on the three remaining sectors – basic metals, forestry and transport equipment manufacture – would continue with a view to reaching agreement in the coming months.

26. The representative of the Government of Kenya, on behalf of the Africa group, agreed with the action programmes and urged that there be a sectoral approach to HIV/AIDS.
27. The representative of the Government of the United States agreed about the importance of HIV/AIDS as part of the Sectoral Activities Programme and suggested that action be centred on Africa.
28. The representative of the Government of Germany asked if the Office had a construction expert who could undertake the action programme proposed for that sector. As far as international tripartite meetings were concerned, his Government favoured a focus on occupational safety and health, in cooperation with SafeWork. He supported the labour inspection proposal for the forestry sector and activities related to gender equality.
29. Ms. Paxton replied that the Office would have the capacity to undertake sectoral activities in the construction sector in 2004-05. In the light of the importance given to HIV/AIDS, she suggested that the Office develop a proposal to link the sectoral activities programme to ILO/AIDS in order to develop and carry out a sectoral approach to promoting and implementing the code of practice on HIV/AIDS in the workplace in the sectors concerned in the countries most affected. This could include meetings and/or activities out of Geneva. This proposal could be discussed during the subsequent consultative process.
30. The Chairperson summed up, stating there was consensus on the three major action programmes, on three activities that combined small planning meetings and year-long action programmes, and on an international tripartite meeting in 2004 for the media, cultural and graphical sector. Further tripartite consultations on each of these would take place, and on the three sectors for which activities had not yet been decided – basic metals, forestry and transport equipment manufacture. Two further activities also needed to be determined – for a new sector, for a cross-sectoral programme, or to meet an emergency situation. HIV/AIDS had received considerable support in this regard and Ms. Paxton's proposal was a good start and should be supported.
31. Mr. Jeetun and Mr. Zellhoefer agreed with the summary. Mr. Zellhoefer added that a longer term approach should be taken so that the activities under the action programmes as he had mentioned earlier could continue beyond the end of the biennium. The Sectoral Activities Programme had clearly turned a corner and the constituents had demonstrated their commitment to moving forward to ensure greater effectiveness and impact.
32. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body approve the following:*
 - (a) *that three action programmes, in the agriculture, education and textiles, clothing and footwear sectors (described in Appendix I of GB.286/STM/1),*

be developed and implemented throughout 2004-05 following tripartite consultation in 2003 to finalize each programme;

- (b) that small tripartite planning meetings be held in 2004 to develop year-long action programmes for the construction, financial and professional services and hotel, catering and tourism sectors to be undertaken in 2005, and that the topics for consideration be developed through tripartite consultation and presented to the Governing Body for approval in June 2003;*
- (c) that an international tripartite meeting for the media, cultural, graphical sector be held in 2004, with the topic “the future of work and quality in the information society” and with the purpose, composition and output of the meeting being decided through tripartite consultations and presented to the Governing Body for approval at a subsequent sitting;*
- (d) that the 22 sectors and the principle of rotation remain for 2004-05 and activities for the three remaining sectors for consideration in 2004-05, and two additional activities, be developed through tripartite consultation, taking into account action by the Office to develop proposals to link the Sectoral Activities Programme to that of ILO/AIDS for a sectoral approach to HIV/AIDS in the workplace, and presented to the Governing Body for approval at a future sitting;*
- (e) that governments of all member States continue to be invited to participate in sectoral meetings, for which the Standing Orders apply, that are held in 2004-05.*

II. Effect to be given to the recommendations of sectoral meetings

(a) Tripartite Meeting on Lifelong Learning in the Mechanical and Electrical Engineering Industries (Geneva, 23-27 September 2002)

33. The Committee had before it the *Note on the proceedings*² of the Tripartite Meeting on Lifelong Learning in the Mechanical and Electrical Engineering Industries.

34. Mr. Lambert (Employer member) thanked the Governing Body for the privilege of chairing the Meeting. Participants had been motivated by the conviction that education was key and that lifelong learning in the mechanical and electrical engineering industries (MEE) was crucial for the industry. Individuals needed to rise to the challenge of personal development and meet their personal aspirations, and companies had the responsibility to train and develop their staff by making provisions for lifelong learning. On a recent mission to Calcutta, he had been touched by the utter deprivation of the street people, and realized that without education, decent work was a pipe dream. Regarding the Meeting itself, Mr. Lambert informed the Committee that the experiment of structuring the

² TMMEI/2002/9, appended to GB.286/STM/2/1.

plenaries around thematic discussions with panels was successful, as this format fostered more participation. He recommended this approach for future sectoral meetings.

35. Mr. Jeetun commended Mr. Lambert for his personal commitment to lifelong learning, congratulated him for his chairpersonship of a successful meeting, and endorsed the points for decision.
36. Mr. Zellhoefer noted that the action programme on education that the Committee had approved would make a real contribution to the issues that Mr. Lambert had observed. The Workers' group was pleased to report the successful outcome of the Meeting. It was held in a novel way, structuring the debate into panels on different themes, from the original topic of lifelong learning which was perceived by all participants as crucial in the industry, to the economic performance in the context of the 2001 recession, the social impact of restructuring and the role of the ILO constituents and Office in this area. The Workers' group was also pleased with the final conclusions, but unfortunately, paragraph 8 on vulnerable groups and on mitigating measures in case of restructuring did not find consensus. These were exactly the areas in which the Workers' group felt dialogue among the social partners was vital. The references to the importance of lifelong learning for the successful outcome of the revision of the Human Resources Development Recommendation, 1975 (No. 150), and the reference to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy gave two areas of concrete work for the ILO. Mr. Zellhoefer thanked Mr. Lambert for ably chairing the Meeting and for his personal commitment to the promotion of the topic of lifelong learning in the ILO and beyond, and approved the points for decision.
37. The representative of the Government of the United States noted that while his Government supported the points for decision, sectoral programme meetings must demonstrate value. Meeting for the sake of meetings were insufficient to justify limited resources, and his Government supported meetings with concrete outcomes that steered action proposals. He noted with regret that the conclusions in paragraphs 18-20 were notably weak by essentially calling on the ILO to do what it was already doing and by proposing another meeting.
38. The representative of the Government of India noted the relevance of different models in various countries for ensuring training and continuous learning. His delegation welcomed the possibility of exploring a system which provided developing countries with information from developed countries on future developments in technology. Since employment in India could be adversely affected as a result of the import of new technologies, there was the need for a system of financing overseas training which could be funded by developed countries. He also supported the revision of the Human Resources Development Recommendation, 1975 (No. 150), as certain aspects of the Recommendation had lost their relevance and there was a need for a more dynamic instrument.
39. The representative of the Government of Canada supported the points for decision. However, she drew attention to the statistics on the gender composition of the delegates, and noted that the Meeting was one of the worst examples of the low percentage of women's participation, at only 4.5 per cent. There was a definite need for all constituents to ensure better participation of female delegates. In addition, constituents should encourage their participating members to complete the Meeting questionnaire so that the Office might get feedback in order to make appropriate adjustments to future meetings. Once again, the questionnaire response rate was low, at 15 per cent .
40. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body:*

- (a) *authorize the Director-General to communicate the Note on the proceedings:*
- (i) *to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;*
 - (ii) *to the international employers' and workers' organizations concerned;*
 - (iii) *to the other international organizations concerned;*
- (b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 18-20 of the conclusions.*

(b) Tripartite Meeting on the Evolution of Employment, Working Time and Training in the Mining Industry
(Geneva, 7-11 October 2002)

41. The Committee had before it the *Note on the proceedings*³ of the Tripartite Meeting on the Evolution of Employment, Working Time and Training in the Mining Industry.
42. Mr. Attigbe (Worker member) introduced the item as Chairperson of the Meeting. He thanked the Vice-Chairpersons of the Meeting, and also expressed his pleasure in working with Mr. de Vries at one of his last meetings. There was a high level of active participation by the delegates in the proceedings, and he was pleased to note the considerable participation of women delegates. The quality of documents provided was of exceptional quality. Discussions were conducted in a cordial and productive environment, producing a set of conclusions and two resolutions. The mining world was special because of the difficult environment and arduous working conditions. It was important that the stakeholders understood each other.
43. Mr. Zellhoefer thanked Mr. Attigbe and congratulated him on behalf of the Workers' group. The Meeting constituted an important occasion to discuss issues pertaining to employment, working time and training in the mining industry, plus two distinctive topics: HIV/AIDS (this meeting created an important precedent for ILO action at the sectoral level); and sustainable development. Both conclusions and resolutions adopted contained a detailed list of issues which the Office was to positively promote, as it was doing, for example, in the case of the Safety and Health in Mines Convention, 1995 (No. 176). While recognizing that, for procedural reasons, the Meeting could not consider as receivable the other two resolutions presented by the Workers' group on the infringement of workers' rights in Colombia and Myanmar, two countries with which the ILO has grave concerns, the group wanted to nevertheless recognize the importance of that call to the ILO to do more in order to safeguard workers' rights all over the world. Mr. Zellhoefer endorsed the points for decision.
44. Mr. Jeetun congratulated Mr. Attigbe and commented on the positive outcomes of the Meeting. He noted that it had produced a valuable list of issues for ILO action. He approved the points for decision.

³ TMMI/2002/12, appended to GB.286/STM/2/2.

45. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body:*

(a) *authorize the Director-General to communicate the Note on the proceedings:*

(i) *to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;*

(ii) *to the international employers' and workers' organizations concerned;*

(iii) *to the other international organizations concerned;*

(b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 25-32 of the conclusions and the relevant parts of the resolutions.*

(c) **Joint Meeting on Social Dialogue in the Health Services: Institutions, Capacity and Effectiveness
(Geneva, 21-25 October 2002)**

46. The Committee had before it the *Note on the proceedings*⁴ of the Joint Meeting on Social Dialogue in the Health Services: Institutions, Capacity and Effectiveness.

47. Mr. Klotz (Government member) introduced the work of the Meeting and referred to the cooperation among the delegates and the high level of support from the secretariat. He also noted the significant number of women delegates, at 25 per cent. Although initially the constituents were far from reaching a consensus, in the end they produced a valuable set of conclusions. In the deliberations of the Working Party on Resolutions, one resolution emphasized that health was a human right. This concept should be widely disseminated. Social dialogue was of particular importance in this sector in solving labour issues, as it covered planning and implementing dispute resolution. As the industry expert had retired last year, Mr. Klotz hoped that the position would soon be filled, given the importance of this sector. Cooperation with other international organizations, particularly with the World Health Organization (WHO), was essential.

48. Mr. Jeetun congratulated Mr. Klotz for chairing the Meeting and assured him of the appreciation of the Employers' group for his valuable contributions, also in the work of the Committee. He hoped this was the last joint Meeting to be held in this industry. He drew the Committee's attention to the last paragraphs of the conclusions referring to the entry of new private sector employers and their recognition as equal partners, and hoped that the next meeting would be tripartite. Mr. Jeetun approved the points for decision.

49. Mr. Zellhoefer expressed sincere appreciation to Mr. Klotz for his able chairpersonship, and was pleased to report the positive and constructive atmosphere of the Meeting, which should be seen as an example of effective social dialogue. His group was satisfied with the conclusions adopted. It was important to focus on the proposals for follow-up and the Office had received concrete suggestions on how to do so. Health as a human right was

⁴ JMHS/2002/11, appended to GB.286/STM/2/3.

also recognized by the ILO Global Employment Agenda. For the Workers' group, migration of health services workers was a priority area, as well as strengthening social dialogue in the health services. He was therefore hoping that a speedy mechanism for follow-up activities would be put in place. Mr. Zellhoefer endorsed the points for decision.

50. The representative of the WHO referred to the resolution concerning health care as a basic human right and pointed to the importance of this issue to her organization's mandate. Particular emphasis was placed on ensuring that social dialogue in health services incorporated the views, concerns and needs of women working in these services. She drew the Committee's attention to the joint collaborative project on workplace violence and the development of framework guidelines between the ILO, the Council of Nurses, Public Services International (PSI) and the WHO for which they hoped to raise funds in order to implement effectiveness of zero tolerance for workplace violence. Another collaborative project was being launched concerning health services workers and migration. She indicated HIV/AIDS as yet another area for joint collaboration between the international organizations, as well as possibilities for collaboration in decent work in agriculture to ensure the provision of health services to farmers in rural areas. Much work could be conducted by the two organizations at the national, regional and global levels in the development of national policy in order to improve the delivery of health care.

51. *The Committee on Sectoral and Technical Meetings and Related Issues recommends that the Governing Body:*

(a) *authorize the Director-General to communicate the Note on the proceedings:*

(i) *to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;*

(ii) *to the international employers' and workers' organizations concerned;*

(iii) *to the other international organizations concerned;*

(b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 18 and 19 of the conclusions as well as in paragraphs 1-7 of the resolution.*

III. Report of the Fourth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers (London, 30 September-4 October 2002)

52. The Committee had before it the report⁵ of the Fourth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation.

⁵ IMO/ILO/WGLCCS 4/3, appended to GB.286/STM/3.

53. Mr. Jean-Marc Schindler, Chairperson of the Joint Working Group, stated that the first three sessions of the Working Group had recognized the inadequacy of the relevant international rules and had concluded that it was necessary to approach the problem in two steps: firstly, to provide an immediate short-term solution and, secondly, to study the necessity and modalities of a binding longer term solution. The first step had been achieved at the end of 2001 when the Governing Body of the ILO and the IMO Assembly adopted two resolutions – one concerning financial security in case of death or personal injury, and the other on financial security in the case of abandonment of seafarers – which had entered into force on 1 January 2002.
54. Mr. Schindler indicated that at its fourth session, the Working Group had commenced work on the second step, the need for a mandatory solution. To achieve this objective, the Working Group considered that it was necessary to obtain information on the impact of the resolutions and how they were being put into effect by States. In this regard, he drew attention to the action being requested of the Committee in paragraph 4 of document GB.286/STM/3. He also noted the possibility for the High-level Tripartite Working Group on Maritime Labour Standards in the development of the new consolidated maritime labour Convention to take this issue into account. The Joint Working Group would consider the issue again at its next session at the end of 2003.
55. Mr. Jeetun thanked Mr. Schindler for his presentation. He said that the Employers had taken note of the report and endorsed the point for decision.
56. Mr. Zellhoefer also thanked Mr. Schindler. The Workers' group welcomed the work of the Joint Working Group, as it addressed a substantial decent work deficit in the maritime sector. They strongly supported the point for decision, and were particularly pleased at the inter-agency cooperation which had taken place. They noted that, if a solution could not be found by other means, a mandatory instrument would be needed. The IMO had an important role in achieving such a solution. He pointed to the tragedy of abandonment, which often resulted in seafarers having to rely on charity. This, he said, was a graphic negative manifestation of the effects of the globalization process. He reiterated that progress required an inter-agency approach and with that approved the point for decision.
57. *The Committee on Sectoral and Technical Meetings and Related Issues invites the Governing Body:*
- (a) *to take note of the report of the Working Group at its fourth session attached as an appendix to this document;*
 - (b) *to approve the revised terms of reference for the Working Group, as contained in Annex 6 of the report;*
 - (c) *to approve the communication to the member States of the questionnaires, in Annexes 2 and 3 of the report, as part of the monitoring process of the resolutions and related guidelines;*
 - (d) *to approve the communication of the circular letter to the member States and non-governmental organizations concerning reporting on incidents of abandonment;*
 - (e) *to consider the establishment of a database on incidents of abandonment of seafarers.*

IV. Outcome of the IMO Diplomatic Conference on Maritime Security (London, 2-13 December 2002)

58. The Committee had before it a paper⁶ on the Outcome of the IMO Diplomatic Conference on Maritime Security.
59. Mr. Jean-Marc Schindler, a representative of the Government of France, who led the ILO tripartite delegation at the Conference, stated that maritime security was an issue that came within the mandate of both the ILO and the IMO. The participation of the ILO delegation had been significant for two reasons: (i) the fundamental question of seafarers' identification was now being discussed based on ILO Convention No.108; and (ii) two of the 11 resolutions adopted resulted from this participation. Resolution No. 8 stressed the importance of a joint effort of the two organizations to ensure maritime security. resolution No. 11, which was proposed by the worker representatives and actively supported by the tripartite delegation, requested States to ensure that no obstacles for shore leave should result from enhanced maritime security measures. Mr. Schindler also commented that the December 2002 Conference would not be the end of this process. The ILO would still have to conclude work under way on seafarers' identification and on port security in the framework of a joint ILO/IMO working group.
60. Mr. Zellhoefer thanked Mr. Schindler for his able leadership and the work of the ILO delegation. The Workers' group was particularly pleased by the outcome of the Conference, especially noting the overwhelming support that had been given to the Workers' proposals, which were adopted and inserted in the final text. The new comprehensive security regime would have profound implications for the maritime industry and seafarers serving on foreign travelling ships. The inclusion of seafarers' human rights in the amendments to the strategic plan of the SOLAS Convention of the IMO was a considerable breakthrough and opened a number of possibilities for future work at the IMO. The speaker cited a provision in the International Ship and Port Facility Security Code (ISPS), which required respect for fundamental rights and freedoms contained in international instruments (especially the ILO Declaration on Fundamental Principles and Rights at Work as well as international standards concerning maritime and port workers). He stressed that resolution No. 11, which had been tabled by the International Transport Workers' Federation (ITF), was the first IMO instrument solely addressed to seafarer-related issues. The establishment of a joint ILO/IMO working group in order to address the wider issue of port security had the workers' support. He endorsed the point for decision.
61. Mr. Jeetun also thanked Mr. Schindler for the work done and endorsed the point for decision.
62. The representative of the United Kingdom stated her Government's support for a joint ILO/IMO initiative on the wider issue of port security and suggested that the ILO should consult with the IMO to set up the joint working group. She further indicated that her Government would be pleased to be a government representative on the joint working group. She supported the point for decision.
63. *The Committee on Sectoral and Technical Meetings and Related Issues invites the Governing Body to:*

⁶ GB.286/STM/4.

- (a) *request the Director-General to consult with the Secretary-General of the IMO on the establishment of a joint ILO/IMO working group to undertake further work on the wider issue of port security;*
- (b) *request the joint working group to take into account the terms of reference contained in Appendix III to GB.286/STM/4;*
- (c) *nominate four Employer and four Worker representatives to participate in the joint working group at no cost to the ILO.*

V. Other questions

64. Mr. Jeetun proposed that in future the Sectoral Activities Department should use the services of the Relations, Meetings and Document Services Department in organizing sectoral meetings. He also requested that the Sectoral Activities Department create a user-friendly table covering sectoral meetings and follow-up activities containing information, such as important references and dates of activities.

Geneva, 26 March 2003.

Points for decision: Paragraph 32;
Paragraph 40;
Paragraph 45;
Paragraph 51;
Paragraph 57;
Paragraph 63.