



SECOND ITEM ON THE AGENDA

Sectoral action programmes in 2006-07**Introduction**

1. The Global Steering Group on sectoral action programmes met on 22 September 2005 and continued its discussions on 28 October 2005. It had before it a discussion document ¹ (see the appendix) on: three new action programmes for 2006-07; the identification of current action programmes to continue in 2006-07; and the Office's proposal for an evaluation framework for action programmes. The Steering Group proposed to hold separate sector-specific meetings concerning individual programmes as they developed.

New action programmes

2. The Governing Body, at its 292nd (March 2005) ² Session, had agreed that new action programmes for 2006-07 should be developed and implemented in the sectors of health services, public services and telecommunication services. The themes of the action programmes in health services and public services were agreed by the Governing Body in March, and that for the action programme in the telecommunication services sector in June at its 293rd Session. Each of the new action programmes will be allocated the same level of resources as the 2004-05 action programmes.
3. The Steering Group reviewed recent developments in the new action programmes resulting from consultations held over the summer to ensure their prompt start. These included some moderation of the topics (public services and telecommunication services), cooperation with WHO and IOM (health services) and the identification of countries to be approached regarding their participation in the programmes.
4. The Steering Group had been advised by the Governing Body to select countries having regard to the priorities for ILO action agreed at the regional level; to focus each action programme on fewer countries than is the case for the current action programmes; and to seek, as far as possible, an appropriate overall geographical distribution. The Steering Group also agreed that, in principle, no country should participate in more than one new

¹ AP/SPM/2005/2/2.

² GB.292/13(Rev.).

action programme. The selection includes a number of reserve countries to be called upon in the event a selected country declined to take part. Thanks to financial and institutional involvement of the IOM and the WHO in the health services action programme, it has been possible to select a larger number of countries than if the ILO were undertaking it on its own.³

Continuation of current action programmes

5. The Governing Body, at its 292nd (March 2005) Session decided that current action programmes recommended by the Steering Group should continue in the next biennium. The Office informed the Steering Group that it would allocate US\$50,000 to each action programme that was selected for continuation. Having regard to criteria for continuation proposed by the Office, the Steering Group agreed that the action programmes in the agriculture, construction, education, hotels and tourism, and textiles sectors should continue, with every effort being made by the Office to obtain additional resources. The cross-sectoral action programme on HIV/AIDS would also continue in 2006-07, with the same resources as the others, in close cooperation with ILO/AIDS. The intention is to focus on relevant sectors, including construction, to draw attention to the sector-specific issues of HIV/AIDS programmes.

Evaluation

6. The Steering Group reviewed a paper on *Evaluation framework and indicators for Sectoral Action Programmes* (see the annex contained in the appendix) prepared by the Office at the Governing Body's request.⁴ Some participants considered the indicators of success were too timid, while others considered them ambitious. In general, the Steering Group encouraged the Office to evaluate the ultimate impact of the activities and to reflect on more qualitative indicators. The importance of measuring intermediate results, such as the creation or strengthening of sustainable social dialogue institutions, was recognized, however. The evaluation framework will be implemented in the first half of 2006, using the experience and advice of other ILO units.
7. ***The Committee on Sectoral and Technical Meetings and Related Issues is invited to take note of the Steering Group's recommendations and endorse them.***

Geneva, 3 November 2005.

Point for decision: Paragraph 7.

³ Costa Rica, India, Kenya, Mexico, Morocco, Romania, Senegal, and Trinidad and Tobago were chosen for health services, with El Salvador, Ghana, Jamaica, South Africa and Sri Lanka on the reserve list; Jamaica, Malaysia, Ukraine and United Republic of Tanzania were chosen for public services with Botswana and Indonesia on the reserve list; for telecommunication services, the following countries would be invited to a subregional meeting: Cameroon, Ethiopia, Mozambique, Nigeria, Senegal, Uganda, United Republic of Tanzania, Zambia and Zimbabwe; follow-up activities would then be developed and carried out in three of these countries to be determined at the meeting.

⁴ GB.292/13(Rev.).

Appendix

INTERNATIONAL LABOUR ORGANIZATION

AP/SPM/2005/2/2

Action Programme Steering Group Meeting

Geneva
22 September 2005

Discussion document

Progress in implementing Action Programmes; Starting Action Programmes

Background and purpose of the meeting

1. The meeting is invited to review progress in the implementation of the seven Action Programmes of the 2004-05 biennium and to discuss the preparations for Action Programmes in 2006-07. There will be two types of Action Programme in 2006-07: new Action Programmes in Health Services, Public Services and Telecommunications Services; and Action Programmes continuing from the present biennium. The conclusions of the meeting will be presented to the Governing Body at its 294th (November 2005) Session. This document first reflects the progress made in the implementation of current Action Programmes up to August 2005. The sectoral specialists will update the information orally. An updated financial balance will also be provided orally as well as proposals to re-programme unspent funds for the remaining period of the biennium. Second, the new Action Programme proposals are presented and will be updated orally by the specialists concerned.

Considerations in the light of the outcomes of the Steering Group meeting of 24 February 2005 and the Governing Body's 292nd (March 2005) Session

2. Participants in the review meeting last February were concerned about the initial delays in programme implementation. In the period under review, all Action Programmes, with the exception of the financial sector programme, gained momentum in almost all participating countries. However, the initial delays could not be fully compensated and most of the programmes would need to continue in the next biennium in order to achieve the results expected when they were designed. It is also clear that, in some respects, the initial design of the programmes was rather ambitious. Generally, however, the decision-making structure of Action Programmes was appropriate to make the core proposals meet the particular needs of the constituents at national level. In some countries, however, this process required considerable effort and time before practical activities could be started.

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3. All Action Programmes, with the exception of Financial Services, have clearly achieved the important goal of initiating sectoral social dialogue at the national level and creating tripartite social dialogue institutions in the form of national steering groups which in most cases did not exist before.
 4. Some participants in the last review meeting considered that some of the information they had received had been insufficiently focused and too infrequent. To improve communication and information exchange, information on participation in the national steering groups and on important steps taken in the implementation of the Action Programmes in the different countries was provided on a regular basis. Web sites have been created for the Action Programmes on education, textiles, clothing and footwear, and HIV/AIDS.
 5. Participants in the review meeting in February 2005, as well as of the STM at its session in March 2005 felt that the procedure to launch new Action Programmes should be more timely and effective through minimizing start-up times and increasing transparency during the consultation phase.
 6. Consultations on the implementation of the new Action Programmes commenced during the International Labour Conference in June 2005 with governments, the social partners and some ILO external offices. Selected ILO external offices will increasingly be involved in the planning of those Action Programmes in the course of the joint planning exercise for the Programme and Budget of 2006-07, in particular in the framework of Decent Work Country Programmes to be developed. Inserting sectoral aspects in Decent Work Country Programmes requires the introduction of appropriate procedures for consultation and communication which will set precedents for other sectoral activities to be developed at the national level in the framework of such programmes. The regrouping of SECTOR and DIALOGUE will institutionalize cooperation between these two units from planning through to implementation.
 7. The participants in the previous review meeting called for more efforts to integrate sectoral expertise and activities with other ILO strategic objectives, for instance in social dialogue and decent work. SECTOR's cooperation with other ILO units has continued to increase since and will be further developed in the near future. For example, two of the present Action Programmes (Construction; Textiles) are connected with Decent Work Pilot Programmes at the country level. All Action Programmes will increasingly cooperate with Decent Work Country Programmes in countries where such programmes are being developed as a major programming vehicle for the coming biennium. Activities in occupational safety and health are being carried out in Agriculture; Construction; and Textiles, clothing, and footwear; and activities on HIV/AIDS in Education; Health Services; Hotels, Catering and Tourism; Transport; and Mining. Migration is the focus of the Health Services programme and prospectively in that of Hotels, Catering and Tourism. These latter activities will contribute to the Office's follow-up to the ILC 2004 Resolution on migrant labour. In each case there is close collaboration with the Departments concerned.
 8. Under a single management, cooperation between SECTOR and DIALOGUE will be institutionalized and strengthened. As far as the follow-up to the 2002 Resolution concerning Social Dialogue and Tripartism at the country level is concerned, sectoral Action Programmes will support these activities as appropriate. The possibility for such cooperation could be among the criteria for selecting countries to participate in an Action Programme, as well as in a social dialogue follow-up activity.

Evaluation

9. The Office has been requested to articulate clear goals and to establish common measures of performance by means of benchmarks and indicators in order to evaluate the Action Programmes' impact, relevance and effectiveness. Constituents felt that this was particularly important in view of the fact that the sectoral Action Programmes were a new approach to developing and implementing action at national or regional level and to ensure that they meet constituents' needs. Evaluation of Action Programmes would not only help constituents decide on the future of this means of action, it would also help establish benchmarks for new Action Programmes at an early stage.
10. An evaluation framework and procedure, as well as criteria and indicators, are proposed in the paper attached to this document.¹ The task force established within SECTOR to coordinate work on the Action Programmes has devoted considerable time to elaborating criteria and indicators which could be effectively applied to measure progress in programmes with widely differing objectives, conditions of insertion in national contexts, and means of action. The procedure proposed is considered realistic in view of the limited human and financial resources for such an exercise.
11. The indicators for the 2004-05 Action Programmes are designed to link with Indicator 4b.7 of the current Programme and Budget which calls for "improved conditions in specific sectors" and "(constituents to) use social dialogue to target and take effective action to improve working and living conditions in specific economic sectors".
12. Some of the proposed evaluation indicators have a time-frame beyond the 2004-05 biennium, as many national steering groups were still being established in early 2005. Thus the evaluation exercise will be completed in the first half of 2006. The new Action Programmes are benefiting from the evaluation exercise, even before its completion, through the transmission of experiences on a continuous basis in the framework of SECTOR's task force.

Ongoing Action Programmes

Agriculture

13. The Action Programme on Decent Work in Agriculture has focused on improving occupational safety and health (OSH) in agriculture through social dialogue. The programme was structured to provide opportunities for social dialogue and targeted activities at the national, enterprise or local level in response to the desires of the constituents. To date, activities have been undertaken in nine countries. Extensive collaboration, information sharing and resource pooling among headquarters units and field offices has made this possible.
14. In addition, the Programme responded positively to an urgent request from the Government of Jamaica for technical assistance in carrying out a safety audit in the sugar industry following a series of fatal accidents early in 2005 and has played a key role in leveraging support to make possible a training seminar on OSH for labour inspectors in agriculture in the Caribbean subregion.
15. The Action Programme on Decent Work in Agriculture has several key features which have contributed to its success. These include:

¹ See the annex.

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- (a) the choice of a theme which lends itself to collaboration among the social partners, in this case, occupational safety and health;
 - (b) the use of pre-existing tripartite structures, wherever feasible;
 - (c) selection of countries based on requests from national-level constituents who would be directly involved in carrying out the proposed programme of activities; and
 - (d) extensive collaboration with other headquarters units and field offices. This strengthened the resource base, both financially and in terms of technical expertise, and spread travel costs.
- 16.** Activities in the nine countries have not followed a single pattern, nor has progress been even. This is due in large part to the different approaches and objectives adopted in the countries concerned, whether the principal goals were of a practical nature or oriented towards policy development, and the energy of the social partners in pushing forward the process of dialogue and common achievement. Political events slowed progress in several countries. The Programme has attempted to respond flexibly to changing circumstances, encouraging progress where possible and redirecting resources as appropriate.
- 17.** Since the February 2005 meeting of the Global Steering Group, progress has been reported on Action Programme activities in Barbados, Ethiopia, Guatemala, Kyrgyzstan, Republic of Moldova, and Senegal.
- 18.** In Barbados, a draft national policy framework on OSH in agriculture is expected to be submitted to the national steering group for discussion and adoption in autumn 2005 with a view to bringing Barbadian law and practice into conformity with Convention No. 184.
- 19.** In Ethiopia, WIND, a community-based approach to improving OSH in agriculture, is being developed as part of the Decent Work Country Programme. The Government has attached high priority to the cotton sector in its economic development planning. The focus of the WIND adaptation will therefore be on improving working conditions for small-scale cotton farmers. In the two pilot regions selected, Kumara and Metema, cotton production accounts for 50-60 per cent of small farmers' household revenue.
- 20.** In Guatemala, a series of OSH training workshops for managers and workers' safety representatives in agricultural enterprises, similar to that carried out in Costa Rica, is being organized for September 2005.
- 21.** In Kyrgyzstan, development of a national programme on OSH in agriculture was slowed due to a period of political uncertainty. Meanwhile, an additional 50 local training seminars on WIND have been carried out. The mid-term challenge is to find an institutional home for WIND, so that safety awareness and a process of ongoing improvement can be more deeply embedded in farming communities. In May, three government ministers expressed support for WIND, suggesting integration of the methodology into vocational training colleges and the designation and training of WIND focal points in each local administrative unit in the country.
- 22.** In Moldova, a training-of-trainers workshop was held in March attended by 27 potential WIND trainers, comprising staff and members of the National Farmers Federation, the National Federation of Employers, the National Trade Union Confederation "Agroindsind", and two government ministries. Local training seminars in farming communities will likely be carried out in late 2005.

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23. In Senegal, a working group has adapted the WIND manual for local use, adding chapters on the care of livestock and on environmental issues as well as points of concern for pregnant and nursing women. A validation workshop is foreseen for November 2005, followed by a training-of-trainers workshop in December.
 24. *Labour inspection in agriculture*: A Caribbean subregional training workshop for labour inspectors on OSH in agriculture will be held in September 2005 in Georgetown, Guyana. The Action Programme is supporting this workshop both technically and financially, in cooperation with other headquarters units, the regional and subregional offices, member States in the subregion as well as the International Association of Labour Inspection (IALI).
 25. It is strongly hoped that in the coming biennium, resources will be made available to continue the work of the Action Programme on Decent Work in Agriculture. Experience has demonstrated the desire of governments and the social partners to work together on improving OSH in agriculture through social dialogue. Indeed, requests for activities in this domain arrive frequently from countries not currently included in the programme. Other headquarters and field units have also demonstrated their willingness to contribute financial and human resources to work in this area.
 26. Efforts are now under way to ensure the long-term viability of WIND. In the case of Kyrgyzstan, a request for technical cooperation funds is being prepared to move the Kyrgyz programme forward and to begin the process of adaptation and implementation in other CIS countries. In two countries, the WIND adaptation was undertaken with a view to integrating the approach into the framework of a larger programme, such as the Decent Work Country Programme in Ethiopia and the ILO/FORCE project to strengthen cooperatives, encourage entrepreneurship and struggle against extreme poverty in Senegal, Mali and Mauritania. The work carried out on WIND in this biennium needs to be consolidated in order to develop a generic manual and training package which will ease the adaptation process elsewhere. Some financial support will likely be required during this transition phase.

Construction

27. The Construction Action Programme (CAP) is being implemented through four phases, namely:
 - (a) *Initial social dialogue*. The partner organizations in each country and the ILO external Office create the national steering committee.
 - (b) *Formulating a plan of action*. The Plan sets out the practical activities of the programme and the implementation strategy. The formulation process entails a number of multi-stakeholder meetings as well as bilateral in-depth consultations.
 - (c) *Implementation*. A number of priority activities are funded from the regular budget as seed money. The remaining activities should be funded by the national partners, other ILO departments and/or donors. Resource mobilization is therefore important in this phase.
 - (d) *Sustainability*. Ideally the CAP should not end with the implementation of the initial plan of action. Social dialogue should continue as its structure is now in place. New needs and requests usually come up at any time.

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28. The length of each phase varies from country to country. However, the programme has advanced in all pilot countries and is being prepared for implementation in other countries, as described below.
 29. In the **United Republic of Tanzania**, the national steering committee is operational since mid-2004. The problems identified are all related to one of the four themes of the CAP, i.e. OHS. A Plan of Action was adopted in early 2005. It includes training activities for stakeholders in Dar es Salaam, which were completed in August 2005. The International Federation of Building and Woodworkers (IFBWW) provided training for one of the activities. The others were funded from the regular budget. The ILO Office in Dar es Salaam contributed in kind by providing the venue for workshops. Discussions are being held on how to replicate the programme in other areas in the United Republic of Tanzania and other countries in the region in possible cooperation with SAFEWORK's National OHS Plans.
 30. In **Ghana**, the CAP has linked up with the ILO Decent Work Pilot Programme (DWPP) in order to create synergies, such as by utilizing the existing DWPP tripartite National Steering Committee. The CAP Plan of Action has already been implemented. It focused on employment creation, which is another central theme of the CAP. Ghana is decentralizing public responsibilities to improve service delivery at district level. Employment is being increased through the involvement of more labour-intensive firms in a setting of better tendering, contracting, management and monitoring procedures. The CAP has strengthened the capacities of local authorities; districts' sub-committees; contractors and workers through training workshops in the pilot districts of the DWPP. ILO DWPP has contributed to the CAP in kind by providing staff to support the design and the implementation of the Plan of Action. A way to scale-up the Plan of Action to the other districts in the country is currently being discussed.
 31. In **Brazil**, the launch workshop of the CAP took place in November 2004. The Plan of Action covers all four themes of the CAP. In addition, as the ILO Office in Brasilia worked on the construction sector before, their activities were also integrated in the Plan, along with the new ones, therefore enabling synergies to be achieved.
 32. The National Steering Committee was formally created and the Plan of Action approved in June 2005. Activities were started in July 2005 with a housing project featuring a component on employment creation through community contracting. The subsequent activity will support the setting-up of construction cooperatives for a housing project of the World Bank's Cities Alliance programme.
 33. The ILO Office in Brasilia funded the November 2004 workshop and provided the venue as well as staff time. The Plan of Action in Brazil is much broader than the Tanzanian and Ghanaian Plans. Resource mobilization is ongoing with prospects to raise funds from national organizations.
 34. In **Egypt**, the National Steering Committee is also in place and the Plan of Action approved. It includes a large number of activities covering three of the four CAP themes (training, formalizing the informal sector, and OHS). Activities were started in August 2005 with workshops for trainers on improvement of skills and on safety and health.
 35. The ILO Office in Cairo supported the launching workshop in October 2004 both financially and in kind through staff time. Its staff also supported further meetings. The IFBWW is considering providing OHS training in the framework of CAP in Egypt, as done in the United Republic of Tanzania. The British Council is considering a partnership with CAP for its programme on training in construction and has identified a number of

activities from the CAP Plan of Action that it could support. More development aid agencies are being approached for partnerships and funding.

- 36.** In **India**, several tripartite and bilateral preparatory meetings were held including one in March 2005 which was co-chaired and co-funded by the ADB (Asian Development Bank). A draft Plan of Action has been prepared. The Ministry of Labour and Employment chaired a tripartite meeting in July 2005, which decided to go ahead with the Plan of Action. The implementation of a first set of activities is currently being prepared.
- 37.** The slow start of the programme in India is due to a diverse range of stakeholders. On the other hand, funding prospects are quite good and justify continued efforts to develop a forward looking Plan of Action, even late in the biennium.
- 38.** Staff of the ILO Office in Delhi have prepared and supported the meetings and networked for partnerships. Possibilities to cooperate with development aid agencies such as ADB (the Netherlands) and DFID (United Kingdom) have been identified.
- 39.** The possibility of implementing the CAP elsewhere has been explored but results are pending further consultations and information on funding prospects. An exploratory mission to Bahrain was funded by the regional office. The national partners in Algeria have proactively started a programme there (with no funding from the ILO Geneva). A number of other countries have also demonstrated willingness to replicate the CAP.

Conclusion

- 40.** Construction-related activities of the ILO so far were specific to a given theme. The CAP introduced a cross-thematic platform, resulting in complementarity and synergies. In addition, the programme has the merit of initiating sectoral social dialogue on decent work related themes in the construction sector at the national level.
- 41.** The experiences in the different pilot countries indicate that social dialogue in the construction sector requires considerable time and effort to be established and should therefore not end with the completion of the initial Plans of Action. Extensive ground has been paved by the CAP, and this programme should continue in 2006-07. Regular budget resources should prioritize the continuous nurturing of social dialogue, also with a view to attract funds from donors at the country level.
- 42.** The ILO has played a role in developing multi-stakeholder platforms for social dialogue in construction with a cross-thematic approach. The CAP could now be expanded in order to promote mutually supportive networks within and across countries.

Education

- 43.** The national steering groups (NSGs) of Argentina, Bulgaria, Chile, Mauritius, Niger, Nigeria, Senegal and South Africa continue to meet on a regular basis and are advancing with their established work plans. These NSGs have made significant progress on their national reports and several (Chile, Bulgaria, Niger, Nigeria) have submitted draft reports to the Office for comments. Efforts are being made by headquarters and the competent subregional offices to re-establish contact with those NSGs that have not provided recent updates on their activities (Dominica, Lesotho, Mali and Trinidad and Tobago). As requested by the Global Steering Group, SECTOR has advised the Employers' and Workers' group secretariats of difficulties in obtaining information on work in these countries and requested their assistance in re-establishing contact through their affiliated members so as to complete the agreed work.

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44. Planning continues for the subregional policy dialogue forums proposed as part of the action programme. At this time, it is foreseen that there will be a subregional meeting in southern Africa (South Africa, Lesotho, Mauritius, which are programme countries, and up to ten additional member countries of the Southern African Development Community – SADC) in late November, a subregional meeting in western Africa (Niger and Senegal, which are active programme countries and Mali if it begins to make progress in national work), a subregional meeting in Latin America (Argentina, Chile, which are programme countries, and Brazil and Mexico which have expressed interest in the programme) in early November, and a national meeting in Bulgaria open to observers from other Eastern European countries also in early November. As had been noted in previous programme updates, the regional forums have been expanded beyond the participants of the action programme at the request of NSGs, in order to maximize information sharing and consideration of policy options affecting other countries of the subregion.
 45. SECTOR has continued work on the international database of teacher profiles and shortages, and continues to update the programme web site with the summaries of the NSG meetings. As the national reports become available, they will also be added to the programme web site. In addition, SECTOR has been sending out regular emails to NSG members with news updates on the issue of teacher shortages.
 46. The experiences so far show strong support from government and teacher union participants, and stronger than anticipated interest and commitment from employers to the process of social dialogue, capacity building and policy development on the programme theme through the NSGs. Two NSGs (Argentina and Bulgaria) which began as joint bodies in accordance with the Governing Body agreed structure for the education programme have become tripartite, thus broadening the diversity of inputs on key policy questions. Extension of the process to include other stakeholders (government agencies other than line ministries, tertiary institutions, parent/teacher associations) has been agreed on a consensual basis among the core, tripartite groups. The extension of the action programme to the subregional level as part of programme design has proved popular with programme countries, which welcome the opportunity to share knowledge and experiences with countries of their region. Information sharing and technical support from SECTOR has been strong. Continued weaknesses include communication and support to NSGs in some countries mentioned above, despite the Office's best efforts, suggesting a need for closer cooperation with the constituents at international level to help NSGs and social dialogue in small, resource poor member States to meet their objectives.

Financial services

47. Following consultations with constituents in target countries and the social partners at the international level, it has been agreed to change the focus of the Action Programme's activities to the organization of a small regional tripartite seminar to promote social dialogue on offshore outsourcing. The meeting, for which preparations are now under way, is scheduled to take place in New Delhi (23-25 November 2005). It will bring together tripartite delegations from the following countries from the Asia and Pacific region with substantial offshore processing activities: India, Indonesia, New Zealand, the Philippines, Singapore, Sri Lanka, Thailand and Viet Nam. A tripartite delegation from the United Kingdom would also participate to provide the view from a major source country for offshore work in financial services.
48. The purpose of the meeting is to: provide a forum for the exchange of experience from different countries regarding the decent work impacts of global sourcing of financial services; review the social and labour implications of the trend, including the associated job shifts between the countries involved; and suggest policies and other measures to maximize and sustain decent work growth from this evolving trend.

General

- 49.** National Steering Groups were established in Argentina, Egypt, and Fiji earlier this year. Initial activities have been completed and others are currently being carried out in preparation for national plans of action. In view of the late start of the Action Programme, it would need to continue in 2006-07 in order to become sustainable at the national level and attract outside resources.
- 50.** Among the lessons learned so far it should be noted that the national steering groups tend to give preference to activities which can be connected to other existing projects and programmes. Whereas such cooperation is useful to create synergies and make use of outside resources, it will take time before the Action Programme can be implemented in accordance with its initial design.

Argentina

- 51.** The National Steering Group was convened in March 2005 with the participation of a representative from the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), Geneva. It has met seven times since, chaired by the Ministry of Labour. The Government is represented also by the Secretariat of Tourism. All partners are keen to use the proposal of the Action Programme for increasing their knowledge base with a view to enhancing social dialogue in the sector, commensurate with the traditionally strong social dialogue structures in the country in general. Workers' and employers' organizations in Argentina have strong memberships and are well funded. There are prospects for the Action Programme to benefit from those resources.
- 52.** Activities undertaken so far are preparatory to the development of a national Plan of Action which will be adopted before the end of the year with a view to having the Action Programme continue in 2006-07. Initial activities in the area of a Tourism Labour Accounting System have been completed. They include a feasibility study and a training workshop on the Tourism Labour Accounting System (TLAS) methodology for the workers' and employers' organizations represented on the NSG. A session on the ILO approach on HIV/AIDS as a workplace issue was also held with the NSG. Research studies were launched in the areas of workers' remuneration and human resources development both with a view to strengthen the social dialogue on these questions. In the area of human resources development, the Government has connected the Action Programme to its own sectoral project on the certification of competencies by associating to it the employers' and workers' organizations represented on the National Steering Group.
- 53.** A delegation from the National Steering Group will attend the World Tourism Organization Conference on the Tourism Satellite Account (TSA) in Iguazu (Argentina/Brazil/Paraguay) in October 2005.

Barbados

- 54.** The National Steering Group met in 2004 but did not implement the Action Programme so far. The Government expressed interest recently, however, and has re-convened the NSG.

Egypt

- 55.** The National Steering Group has met twice since it was convened last February and will meet again early September. It is composed of representatives from the Ministry of

Manpower and Migration, the Ministry of Tourism, and the sectoral workers' and employers' organizations. The NSG has been serving as a valuable forum for social dialogue in the HCT sector. The constituents are considering using it as the core for a crisis management board which they believe is becoming necessary in view of the vulnerability of the country's tourism income in times of insecurity. There is strong hope in this context to find support for the Action Programme in Egypt's donor community. A national Plan of Action will be adopted at a tripartite workshop to be held later in September 2005. A sectoral background report has been commissioned for that purpose.

Fiji

- 56.** The National Steering Group is chaired by the Ministry of Tourism and co-chaired by the Ministry of Labour. In addition to workers' and employers' organizations the participants include representatives from training institutions, academia, and tourism stakeholders. The NSG has agreed to develop a national Plan of Action based on a needs assessment which will be undertaken in a tripartite workshop in September 2005. So far, a human resources survey was commissioned with a view to identifying the needs of the industry for training as well as the prevalent employment conditions (with particular reference to casual workers) and social dialogue practices. The survey is being carried out in cooperation with the Integrated Human Resources Development Project which is run by the Government with ILO assistance. Fiji is getting prepared for a rapid increase of tourist arrivals which requires accelerated measures to attract rural populations to the tourism labour market. It can be anticipated that Fiji's donor community will be interested in the Action Programme once a National Plan of Action is adopted.
- 57.** Fiji has also embarked on the development of the Tourism Labour Accounting System. A consultancy is being launched to undertake a feasibility study.

South Africa

- 58.** Correspondence with the Government has continued and the Tourism Department has finally accepted to implement the Action Programme in the country. However, the Government cannot at present contribute financially.

International

- 59.** An ILO paper on Tourism Labour Statistics in connection with the Tourism Satellite Account will be presented to the World Tourism Organization Conference on *The Tourism Satellite Account (TSA): Understanding Tourism and Designing Strategies*, Iguazu (Argentina/Brazil/Paraguay), 3-6 October 2005.
- 60.** As a new initiative, the Office is developing a project on supporting temporary migration of HCT workers from Tsunami affected countries to countries with a high seasonal demand for migrant workers, ensuring that such migration would be organized under certain minimum conditions, to be established in tripartite settings, and in connection with support to developing sustainable employment opportunities in the home countries. An informal brainstorming meeting was held in Geneva, in July at the request of the International Hotel and Restaurant Association (IH&RA), with the representation of the social partners, other ILO units, and the International Organization for Migration (IOM) as prospective partners in the project. The project would fit in the Action Programme, if it continues, as migration is one of its themes. Countries to participate in the project would, however, be selected under new criteria including exposure to the Tsunami disaster. Prospects to find funding for the project are strong.

61. The TCF Action Programme continues receiving high priority in the participating countries in view of the end of the WTO Agreement on Textiles and Clothing (ATC) (also known under the name of Multi-Fibre-Arrangement (MFA), its predecessor until 1994) and the subsequent phase-out of quotas starting January 2005. The National Steering Committees of all three countries participating in the Action Programme (Morocco, the Philippines, and Romania) re-focused on the socio-economic implications of the new trade environment. In Bangladesh, a country associated with the Action Programme, SECTOR provided technical and advisory services to the sectoral constituents in relation with the post-MFA environment under the umbrella of the Decent Work Pilot Programme.
62. The ILO will hold a Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a Post-MFA environment (Geneva, 24-26 October 2005). The Governments of the participating countries have been invited to participate in the Meeting. The National Steering Committees discussed the event and in Morocco and Romania organized special sessions on its topic. The National Steering Committees and the Government of Bangladesh also provided information on recent developments in the textile and clothing industry for the Report to that meeting.

Participating countries

63. In the **Philippines**, the Clothing and Textile Industry Tripartite Council (CTITC) was convened in February 2005 as an advisory body to serve the Departments of Labor and Employment (DOLE) and Trade and Industry (DTI), as well as the social partners as far as policies and programmes are concerned. The CTITC acts as a National Steering Committee to the Action Programme. Its composition is tripartite with representatives from DOLE (serving as the secretariat) and DTI, six trade union representatives and four employers' representatives.
64. A National Action Plan was prepared by July 2005 based on an analysis of the current situation of the textile and clothing industry, two workshops for workers and employers respectively and one for the Council. The major issues raised were on productivity and competitiveness, subcontracting, homework, wages, child labour, training and retraining and labour relations. The plan reflects an ambitious series of issues and shared responsibilities of the tripartite constituents reaching beyond 2005. Currently, the Philippines Institute for Labor Studies with funds from the Action Programme is developing a profile of textile and clothing workers and their training and retraining needs with a view to identify major areas of intervention for the DOLE and other actors represented on the council, and the required ILO support. The Action Programme has been supported technically and logistically both by ILO subregional office and by the Department of Labor and Employment (DOLE).
65. In **Romania**, the Action Programme was launched in October 2004. The National Steering Committee (NSC) comprises representatives from the Ministries of Economy and Commerce, Labour, Social Solidarity and Family, and Public Finances, the National Agency for SMEs, trade unions and employers' organizations. It has met three times. A Plan of Action was adopted in April 2005. Based on a background study, it reflects a strategic approach to adjust the Romanian textile and clothing industry's image and competitiveness to the new trade environment by promoting decent work. Particular emphasis is on corporate social responsibility, occupational safety and health, capacitating the social partners and strengthening social dialogue. Gender is in the centre of the whole programme.

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- 66.** The Action Programme and its first results will be presented at a major international textiles fair organized by the Romanian Ministry of Economy and Trade in October 2005 where the Romanian textile and clothing industry intends to show its will to incorporate a social dimension and tripartite social dialogue in its strategy to remain competitive. The Action Programme was actively supported by the ILO correspondent in Bucharest.
- 67.** In **Morocco**, the Action Programme is being implemented as part of the Decent Work Pilot Programme which, remarkably, is wholly geared towards the TCF sector. The programme has progressed well and completed all major activities planned for 2005. At this stage, the programme has produced three important results: (1) The tripartite constituents were effectively supported on integrating the social dimension and promoting decent work as part of their restructuring and upgrading of the textile and clothing industry. (2) Social dialogue has sustainably been guaranteeing broad national ownership of the approach. (3) A national textiles and clothing bipartite committee has been created with the support of the Government and has been instrumental in strengthening the capacity of the sectoral constituents to apply the approach.
- 68.** **Spain** is supporting ILO assistance to the TCF sector in Morocco with an amount of US\$670,000 through the Decent Work Pilot Programme.
- 69.** The Government of the **Dominican Republic** declined to participate in the Action Programme. The funds allocated will be used to support a number of participants to the Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a post-MFA Environment, Geneva, 24-26 October 2005.

Associated countries

- 70.** In **Bangladesh**, the tripartite partners held a meeting in August with a view to strengthening tripartite consultation on a national post-MFA policy agenda, including responses to decent work deficits in the garment industry. SECTOR assisted technically in the preparation of this meeting.
- 71.** In **Egypt**, the ILO Office in Cairo, with the technical support of SECTOR, organized in June 2005 a tripartite meeting on the Improvement of Competitiveness of the TCF Sector and the Promotion of Decent Work: Action Programme in Egypt in the post-MFA environment. The meeting was chaired by the Ministry of Manpower and Migration. A report on the social impact of the abolition of quotas since January 2005 is being prepared as a basis for a National Plan of Action.

HIV/AIDS

Education

- 72.** In consultation with members of the Global Steering Group, SECTOR has accepted a request by UNESCO to join and support the education sector component of the action programme, which is now considered to be a fully joint ILO/UNESCO programme on improving responses to HIV/AIDS in education sector workplaces. Draft policies with regional variations and generic guidelines for implementation have been developed and will be tested and validated at two subregional, fully tripartite workshops organized and co-financed by the ILO and UNESCO and respectively planned for end-September and early-November in Kingston and Maputo. They will involve five countries each in the Caribbean – Barbados, Belize, Guyana, Jamaica and Trinidad and Tobago – and in Southern Africa – Botswana, Lesotho, Mozambique, South Africa and Zambia. Outcomes of the workshops are expected to also include action plans or strategies on national/institutional implementation and regional cooperation. The sectoral constituents in

Geneva and Brussels have closely supported extension of the original programme design to the joint approach and involvement of the tripartite constituents at national level.

Health services

73. The Tripartite Meeting of Experts to Develop Joint ILO/WHO Guidelines on Health Services and HIV/AIDS was successfully held in Geneva from 19 to 21 April 2005, and the Joint Guidelines were subsequently approved by the Governing Body at its 293rd Session (June 2005). Countries may wish to “adopt” the Joint Guidelines as the basis for their own national guidelines.
74. The final edited versions of the Joint Guidelines in English, French and Spanish have been published for promotion and dissemination. Russian, Chinese, and Bahasa Indonesian versions have been commissioned. Arabic, Thai and Cambodian versions will come later, resources permitting. Both ILO and WHO are identifying internal networks to secure both political and operational support for the Joint Guidelines, as well as external networks, events and distribution opportunities at the disposal of either partner. Dissemination and advising on the implementation of the Guidelines are expected to be done by ILO and WHO at country level. ILO field offices in Beijing, Bangkok and Jakarta have been very responsive. Consideration is being given for the next biennium to the preparation of accompanying materials, such as a companion handbook, promotional posters and CD-ROMs.

Mining

75. A tripartite workshop will take place in Calcutta towards the end of November. The objective is to highlight the key principles in the ILO code of practice and recent IFC guidelines for the mining sector in order to develop an India-specific framework to address the issue. The workshop will also involve enterprises that have been collaborating in a US/DOL-funded project. Thus Coal India Ltd., Central Coalfields Ltd., and Singareni Collieries Ltd. – the three major coal producers, with a workforce of over 400,000 will be involved.
76. A similar but more focused exercise is planned for Zambia before the end of the year. A small mining company with an organized “fly-in, fly-out” workforce has been identified and, in conjunction with ILO/AIDS, a tripartite workshop is planned to examine ILO and IFC guidelines in a local context. Discussions have been initiated with the company and the Mineworkers’ Union of Zambia.

Transport

77. Following the successful validation of HIV/AIDS guidelines for the transport sector in Pretoria last November, subsequent revision, research and peer review have resulted in the production of a document *Using the ILO Code of Practice on HIV/AIDS and the world of work: Guidelines for the transport sector*. It was decided to go ahead on this basis, rather than undertake a similar validation exercise in India as had been foreseen, so that the guidelines could be used immediately in the light of the severity of the problem among transport workers and those associated with them. They will be published as a booklet before the end of the year and distributed widely. As funds become available, they will be translated into other languages. We nevertheless see the guidelines as “work in progress” and are prepared to adapt them in the light of one or two years’ experience in their use.

Continuation of Action Programmes in 2006-07

- 78.** The Governing Body in its 292nd (March 2005) Session echoed the recommendation made by the Action Programmes' Steering Group in February that provision should be made for the continuation of certain existing Action Programmes during the next biennium. The Governing Body has agreed that those Action Programmes recommended by the Steering Group for continuation should do so. Thus it is now for the Group to decide. The continuation would count as a single activity and the programmes chosen would share the resources among them. Consequently, obtaining additional resources will be paramount.
- 79.** The Office recommends that the threshold level of resources for each continuing programme be US\$50,000. Based on current allocations (US\$150,000-170,000) this would limit continuation to three or four programmes, unless additional resources are obtained in the course of the biennium. Regular budget funding should support those programmes that are able to keep up their momentum with a view to obtaining funds from other sources. In view of the likely number of countries to be served if the current trend continues, the volume of activities will be considerably reduced unless additional resources can be obtained to make the programmes sustainable.
- 80.** Since each of the existing Action Programmes, excluding financial services, has made a case for continuation (see above) and that for HIV/AIDS was implicitly agreed by the STM, the Office would welcome the Steering Group's views on criteria for continuation and, indeed, proposals for continuation.
- 81.** If a minimum financial threshold means that one or more Action Programmes cannot be supported, a selection needs to be made. The fact that some Action Programmes started later than others may need to be taken into account. Criteria for selection could include:
- (a) importance of the sector and the Action Programme for the ILO's strategic objectives and decent work programmes (importance to the international sectoral constituents);
 - (b) percentage of successful NSGs functioning as sustainable social dialogue units and continuing national action plans in relation to initial country selection (importance to national constituents);
 - (c) prospects for obtaining extra resources within ILO;
 - (d) prospects for leveraging regular budget funds to secure extra-budgetary funds (importance to the international community).

New Action Programmes for 2006-07

- 82.** The Governing Body has decided on three new Action Programmes to be started in 2006-07.² In order to ensure a faster start of new Action Programmes in the coming biennium, tripartite consultations started well in advance.
- 83.** During recent meetings of the Governing Body, concern was expressed about the preparation of the new Action Programmes. The Office was requested to establish a transparent and formalized procedure, inter alia, on how to select participating countries. It was agreed that each Action Programme should focus on fewer countries and that, as far as possible, an appropriate overall geographical distribution should be sought for the total of programmes and not for each programme.

² GB.292/STM/1.

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- 84.** Specific country selection criteria are proposed in the paragraphs of each new Action Programme below.

Health services

Action Programme on the International Migration of Health Service Workers: The Supply Side

- 85.** Following consultations in 2004 and early 2005 with PSI and IOE, the Action Programme was retained for implementation in 2006-07 by the Governing Body at its 292nd (March 2005) Session.³
- 86.** The Action Programme has been discussed with MIGRANT and is endorsed as complementing the objectives of the ILO on issues concerning the migration of the highly skilled. MIGRANT will include cooperation with the Action Programme in its work plan. Consultations were also held with field office directors during the ILC; a preliminary discussion with INTEGRATION resulted in suggestions on how to integrate the Action Programme into the Decent Work Country Programmes. More ILO internal consultations are needed, e.g. with GENDER.
- 87.** External consultations with PSI helped to identify a number of research areas on women. Consultation with the IOE is being scheduled. Cooperation on the Action Programme was welcomed also by the Commonwealth Secretariat which is looking to expand its own work on international migration of health care workers beyond the Commonwealth member States.
- 88.** WHO and IOM are interested in cooperating on the Action Programme and to commit both human and financial resources. The respective responsibilities remain to be formalized. The following major areas for collaboration emerged.
- 89.** *Social dialogue and stakeholder involvement.* The creation of national steering groups should bring together not only the workers and employers and the ministries of labour, but the all government agencies concerned, such as the health and finance portfolios. The dialogue may lead to policy development on a balance of interests between the health systems, migrant workers, and the national benefit of remittances.
- 90.** *Data improvement.* Data on international movements of health workers need improving to feed national health information systems in cooperation between source countries and receiving countries. To this effect, the three organizations wish support countries in developing their capacity to collect data and use them for policy design.
- 91.** *Specific research.* Research areas of common interest included: evaluating mechanisms to manage migration, assessing the economic and social impact of remittances, the role of private recruitment agencies, the extent of return migration, the impact of free trade agreements on migration, changes in migration flows.
- 92.** As the three organizations would be working together, it is felt that the Action Programme could cover as many as six countries supplying migrant health care workers. The countries should be selected according to geographic and linguistic criteria; high numbers of health care workers migrating; a strong strain placed on the national health system by net emigration; social partners with experience in social dialogue; the need for research on a country's particular issues of interest; and support from ILO, WHO, and IOM field offices.

³ GB.292/STM/1, pp. 11-12.

Public Services

93. The Action Programme (AP) is geared towards public administrative service and public emergency services that are primarily delivered through public funding. Following consultations, the Office is proposing a change in the title as follows: *Enabling public services to contribute to sustainable development and poverty alleviation through social dialogue and HRD*. Compared with the title approved by the Governing Body in its 292nd (March 2005) Session,⁴ the revised title reflects more clearly what this Action Programme intends to achieve through social dialogue. This proposal has been circulated among the Employer/Worker spokespersons and the Government regional coordinators and to PSI.

Components

- 94.** The countries participating in this Action Programme may a priori choose between the two general objectives:
- (a) improved capacity of public services stakeholders to engage in meaningful social dialogue and establish appropriate and sustainable social dialogue mechanisms for national development and poverty alleviation;
 - (b) qualitative and quantitative data collected on the real impact of HIV/AIDS on public services, utilizing the rapid assessment technique developed by ILO, which would be utilized for developing appropriate tripartite/bipartite HRD strategies for sustainable public service and national development.

Consultation

95. A number of meetings were held with field office directors during the ILC on the content of the proposal. The directors undertook to consult with constituents in their regions to ascertain which countries might be interested in participating in this Action Programme. Feedback from countries is expected by September. At central workers' level, PSI has expressed strong support to the proposal.

Country selection

- 96.** As the number of participating countries in this Action Programme will have to be limited, the following criteria might be used for eventual selection:
- (a) willingness of the government and the social partners to commit to social dialogue as a means of dealing with the issues identified, notably by the establishment of joint or tripartite national steering groups to direct the programme;
 - (b) interest in the social dialogue approach shown by the Ministry of Labour as well as other ministries/agencies relevant to public service (e.g. Ministry of Public Administration);
 - (c) functioning social dialogue mechanisms in the public services sector and a stable political climate;
 - (d) commitment expressed by the government and social partners to contribute to the programme financially or in kind (e.g. providing a staff member to be the programme manager or secretarial service; providing office space and equipment).

⁴ *Promoting and strengthening social dialogue in the public service and public service reform in a changing environment*, GB.292/STM/1.

Telecommunication services

- 97.** At its 293rd (June 2005) Session, the Governing Body approved an Action Programme on skills and employability in telecommunications services in selected countries.⁵ It will focus on countries with a favourable environment for social dialogue initiatives around training and employability in telecommunications services. The programme will comprise research, policy guidance and activities to promote training and social dialogue. Activities will focus on national meetings on skills and employability, and capacity building for the social partners to strengthen their participation in social dialogue.

Background

- 98.** The Office proposed three activities in the Postal and Telecommunications Services sector in 2006-07 to the STM in March 2005, one of which was an Action Programme on the impact of next generation networks (NGN) on employability and work organization in telecommunications. The other two proposals were an Action Programme on social dialogue, employment and competitiveness in postal and telecommunications services; and a meeting on liberalization in the postal industry. As the social partners differed in their preferences, the Office concluded that an Action Programme in telecommunications would find consensus, and that the exact topic should be chosen later.

Further consultations

- 99.** Owing to the fact that the final decision on the topic was taken by the Governing Body at its 293rd (June 2005) Session, it has not yet been possible to organize the consultations necessary to establish the Action Programme's scope, content and country coverage. It is hoped that progress can be made on these issues in September-October. A project proposal based on the Governing Body decision has been shared with IFP/SKILLS, DECLARATION, ACTRAV, ACTEMP, UNI and the IOE, and will be the subject of consultations within the ILO and with the ILO constituents.

Criteria for country selection

- 100.** The leading criteria include opportunity for success; pre existence of some social dialogue; size of country and prospects of impact; political will and readiness of the country for intervention; presence of a supportive ILO structure; existence of independent and capable social partners; and relative stability.
- 101.** The key prerequisite for this Action Programme is real potential to develop a favourable environment for social dialogue in telecommunications services. Deregulation, privatization, new technologies and new competitors have tended to weaken social dialogue in the older phone companies, while newer operators (especially in mobile and next generation networks) tend to discourage unionization and collective bargaining.
- 102.** Therefore, the choice of countries is of prime importance. It is essential that the groups agree on which three or four countries should participate, and that the national tripartite constituents are keen. Additional funding for the Action Programme from external sources is unlikely, unless linked to additional elements in programme content, such as equal opportunities, post conflict intervention, or a World Summit on the Information Society (WSIS) follow up. A regional focus would appear to be more attractive to potential funders.

⁵ GB.293/5, paras. 13-16.

Suggested points for decision

- (a) Renewed recommendation of Action Programmes as a suitable means of action for SECTOR.
- (b) Adoption of a framework for the evaluation of Action Programmes.
- (c) Selection of current Action Programmes for continuation in 2006-07.
- (d) Selection of countries for the implementation of each of the new Action Programmes for 2006-07 (health services, public services, and telecommunication services).

Annex

Evaluation framework and indicators for Sectoral Action Programmes

Background

1. Sectoral Action Programmes began in 2004 following decisions by the Governing Body in 2003 that new approaches to the ILO's Sectoral Activities Programme, in addition to international meetings, would be desirable to bring the programme closer to constituent needs by means of direct action at national and regional level. Reviews on progress in implementing the Sectoral Action Programmes have regularly been carried out, notably during Global Steering Group meetings in October 2004 and February 2005,¹ and during the Committee on Sectoral and Technical and Related Meetings of the Governing Body in November 2004 and March 2005.² During these reviews, the Office has been urged to articulate clear goals and to establish common measures of performance by means of benchmarks and indicators to evaluate the action programmes' impact, relevance and effectiveness.
2. This paper proposes an evaluation framework and procedures to measure attainment of indicators that are judged to be cost-effective and realistic in view of limited human and financial resources for such an exercise.
3. The task force established within the Sectoral Activities Department (SECTOR) to coordinate work on the Action Programmes has devoted considerable time to elaborating a set of indicators which could be effectively applied to measure progress in programmes with widely differing objectives, geographic coverage and means of action. A set of indicators is proposed in paragraphs 7 and 8 below for consideration by the Global Steering Group. They are composed of a set of universal indicators which could be applied to all action programmes, with exceptions as noted for financial services and the cross-sectoral programme on HIV/AIDS in the workplace, and a set of sector-specific indicators for individual Action Programmes. The indicators for the 2004-05 Action Programmes are designed to link with indicator 4b.7 of the current Programme and Budget:³

Improved conditions in specific sectors.

Member States where constituents use social dialogue to target and take effective action to improve working and living conditions in specific economic sectors.

Furthermore, the proposed indicators are designed to meet the criteria for reliability and credibility set out in the Department for Development Cooperation (CODEV) technical cooperation manual defined as SMART (specific, measurable, attainable, realistic and time-bound).

4. The proposed indicators in some cases have a time frame extending beyond the 2004-05 biennium. Consultations on the framework for programme steering were finally decided in March 2004⁴ and practical implementation of these decisions in consultation with governments and the social partners at national level slowed the start of a number of action programmes. Consequently, many national steering groups were still being established in early 2005.

¹ AP/SPM/2004/5 and AP/SPM/2005/4(Corr.1).

² GB.291/12(Rev.) and GB.292/13(Rev.).

³ From January 2006, this indicator will be replaced by the new indicator for outcome 4c.1 ("Improved labour and social outcomes in specific sectors") found in the 2006-07 Programme and Budget. Consequently, indicators for Action Programmes commencing in the biennium 2006-07 are designed to link with new indicator 4c.1(i), which is based on the former 4b.7. It reads: "Constituents use social dialogue to target and take effective action to improve social and labour outcomes in specific economic sectors within a member State".

⁴ GB.289/14.

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5. The process of constructing action programmes based on social dialogue takes time, as constituents themselves have emphasized during the Global Steering Group meetings. The process requires consensual decision-making among constituents at national level, without extensive Office oversight as would be the case in standard technical cooperation programmes. For these reasons, the lead time to realize concrete activities based on the social dialogue process is inevitably longer, and the proposed indicators reflect these realities.
 6. It would be unrealistic in all cases to expect substantive results in the form of action plans, policy development or other measures by the time the first generation of action programmes officially terminates in December 2005. Nevertheless, some indicators, such as those concerning the establishment of national steering groups as an indicator of social dialogue, or the elaboration of a national action plan, can be used to evaluate progress by the end of 2005. Others, which may require an 18-24 month timeframe, will only be applicable as tools to measure progress in the first half of 2006. All should be useful to assess the impact and relevance for the second generation of Action Programmes to begin operation in 2006, by the time they would normally conclude in 2007.

Universal indicators applicable to all Action Programmes

7. The following four indicators are proposed to apply to five of the seven Action Programmes which began operations in 2004, and to the three second generation programmes decided by the Governing Body in March 2005,⁵ which should operate in the 2006-07 Programme and Budget.
 - A. National steering groups, which constitute sectoral social dialogue units, are established and functioning in a majority of all participating countries involved in sector-specific action programmes for at least 12 months following their establishment (or until completion of the activities they have decided to carry out).

Number of countries participating in 2004-05 programmes

1.	Agriculture:	9 countries
2.	Construction:	5 countries
3.	Education:	12 countries
4.	Financial services ⁶	
5.	HCT:	4 countries
6.	TCF:	3 countries
7.	HIV/AIDS: ⁷	12 countries
	<i>Total (1-6)</i>	<i>33 countries of which 17 should have functioning national steering committees</i>

⁵ GB.292/13(Rev.).

⁶ The action programme could not be carried out as originally conceived and approved by the Programme's Sectoral Steering Group, and in consultation with the social partners it was replaced by a regional meeting on the issue.

⁷ In agreement with the Sectoral Steering Group convened to take decisions on the cross-sectoral Action Programme on a Sectoral Approach to HIV/AIDS in the World of Work, national and subregional activities of the Programme would be guided as far as possible by existing tripartite structures for ILO HIV/AIDS Programmes. Accordingly, specific National Steering Groups on HIV/AIDS have not been established in the 12 countries involved in this Programme. One of the sectoral components of the Programme, health services, was implemented on the basis of an international tripartite meeting of experts.

Number of countries participating in 2006-07 programmes

- | | |
|---------------------|--|
| 1. Health: | 6 countries |
| 2. Public services: | 4 countries |
| 3. Telecoms: | 4 countries |
| <i>Total:</i> | <i>14 countries, of which eight should have functioning national steering committees</i> |

- B. One-half (50 per cent) of all National Steering Groups in each Action Programme produce national action plans, assessments or reports leading to proposals for change (for instance policy options) to be implemented by national actors (governments, employers or workers, with ILO support as requested), and which are designed to enhance progress in one or more of the four ILO strategic objectives:
1. promote and realize standards and fundamental principles and rights at work;
 2. create greater opportunities for women and men to secure decent employment and income;
 3. enhance the coverage and effectiveness of social protection for all;
 4. strengthen tripartism and social dialogue.
- C. One-quarter (25 per cent) of countries participating in each Action Programme adopt new or modified measures (legislation, guidelines, national or sectoral policy or other measures) representing improvements in one or more of the four strategic objectives of the ILO within 18-24 months of the effective start of the Action Programme.⁸
- D. Programme reports measuring progress are produced in each Action Programme within 24 months of the programme's commencement

Sector-specific indicators applicable to action programmes

8. The following sector-specific indicators are proposed to reflect the different objectives, geographic coverage and means of action as decided by National Steering Groups in consultation with the ILO.

2004-05 Programmes

A. Agriculture

1. Concrete OSH activities agreed by the social partners at national level have been implemented within 18 months in the majority of participating countries.
2. An OSH training methodology adapted to local conditions has been agreed and implemented through social dialogue in the majority of participating countries.

B. Construction

1. A Plan of Action (PoA) is prepared in 60 per cent (three of five) Construction Action Programme (CAP) pilot countries 15 months after initiating the programme, through a process of social dialogue in consultation with the members of a CAP National Steering Group and other stakeholders suggested by the group.
2. A strategy for funding the PoA has been discussed after 18 months in 60 per cent (three of five) of CAP pilot countries, through a process of social dialogue based in the steering group and other forums as appropriate.

⁸ For 2004-05 Programmes the effective starting date is assumed to be April 2004, following the decision of the March 2004 ILO Governing Body decision concerning national and global steering.

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3. Concrete activities derived from the PoA have been implemented after 18 months of the CAP's beginning in 60 per cent (three of five) of CAP pilot countries.

C. Education

1. National (sectoral) policy options resulting from national assessments/reports on the programme theme are presented to and adopted by a national or subregional policy dialogue forum involving at least three quarters (75 per cent) of participating countries.
2. Policy options resulting from policy dialogue forums are transformed, in whole or in part, into legislation, administrative measures or provisions of collective bargaining agreements in 25 per cent of participating countries within 24 months of the beginning of the action programme.

D. Financial services⁹

E. Hotels, Catering, Tourism

1. Tripartite social dialogue has been ongoing in the National Steering Group with at least one meeting in every three-month period in a majority of participating countries.
2. A national plan of action is adopted by the tripartite National Steering Group in a majority of participating countries not later than 12 months after the first session of the National Steering Group.
3. The social dimension of tourism development is taken into account in national tourism development policies as derived from the conclusions and deliberations of the National Steering Group of at least one participating country within 24 months of the first meeting of the National Steering Group

F. TCF

1. Two participating countries have integrated a social dimension into their strategic approach to deal with the end of quotas in textiles and clothing (TC) after the end of the Agreement on Textiles and Clothing.
2. Participating countries have provided inputs in view of the preparation of the ILO Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a Post-MFA Environment (Geneva, October 2005) and have modified their Action Plan in the light of the outcome of the Meeting

G. HIV/AIDS

1. A sector-specific tool has been developed in 50 per cent of the sectors included in the HIV/AIDS Action Programme, in the form of guidelines or a policy document as appropriate, that would aim to strengthen the capacity of constituents to address sector-specific related issues of HIV/AIDS in the workplace.
2. The sector-specific tool described above has been discussed and validated within the framework of a tripartite forum, such as a workshop or committee comprising the tripartite constituents of the ILO in 50 per cent of the sectors engaged in the cross-sectoral Action Programme, published electronically and/or in print form and disseminated widely to constituents within the sector.

2006-07 Action Programmes

Health services

1. Ongoing social dialogue involving the social partners with the different government agencies concerned with the migration of health care workers results in adopted policy or

⁹ Action programme replaced by a Regional Meeting on the issue.

administrative measures in at least 50 per cent of the participating countries within 24 months of the beginning of the Action Programme.

2. Capacity is built in at least 50 per cent of the participating countries over 24 months in order to improve the compilation of data on the flows of migrant health care workers both into and out of the countries.

Public services¹⁰

1. Fifty per cent of participating countries have established a national social dialogue mechanism for public service and public service reform..
2. Fifty per cent of participating countries have completed detailed information collection on the impact of HIV/AIDS on the civil service (public service employees) and have adopted HRD strategies in the light of the findings.

Telecoms

1. A majority of participating countries have produced a sectoral plan to address the skills and employability issues in telecommunications services.

Evaluation framework and procedures

9. A common self-evaluation questionnaire and procedure will be established and applied for each 2004-05 Action Programme in the first half of 2006, comprising elements for evaluation common to each Programme (functioning of National Steering Groups, Programme outcomes/impact, constraints, need for follow-up by governments, employers' and workers' organizations and the ILO, etc.) as well as elements for evaluation specific to each Programme. This questionnaire could also help identify the baseline criteria for future Action Programmes and provide the basis for the same exercise regarding the 2006-07 Programmes at the appropriate time. In addition, the sectoral specialist responsible for each Action Programme will evaluate in more detail the functioning, outcomes and impact of the Programme in one or two countries by means of an internal desk assessment carried out in cooperation with one or more ILO headquarters or field units.
10. The results of the evaluation for each programme will be submitted to the Global Steering Group for its consideration as to the impact, effectiveness and relevance of the 2004-05 Action Programmes. A report of the Steering Group's assessment will be presented to the Committee on Sectoral and Technical Meetings and Related Issues at the first available opportunity.

¹⁰ Indicators for this sector will depend on which item in the proposed Action Programme the participating countries choose; the percentages may therefore be revised later.