

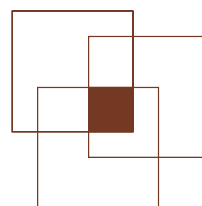


International
Labour
Organization

SECTORAL ACTIVITIES

PROGRAMME 2012-13

**The Biennium
in Review**



Sectoral
Activities
Department

SECTORAL ACTIVITIES

PROGRAMME 2012-13

SECTORAL ACTIVITIES PROGRAMME 2012-13: THE BIENNIUM IN REVIEW

The Sectoral Activities Department (SECTOR) promotes decent work in specific economic and social sectors by supporting ILO constituents in addressing their needs and challenges at the global, regional and national levels. The sectoral approach to decent work cuts across the entire Decent Work Agenda.

The Department's work includes: promoting and supporting the ratification and implementation of international labour standards; developing knowledge and sharing information on key labour and social trends at industry level through action-oriented research; facilitating consensus among the ILO's tripartite constituents on sector-specific policies and practices through the organization of tripartite meetings; building capacity of tripartite constituents and implementing technical cooperation projects; and enhancing policy coherence on the promo-

tion of decent work in specific sectors through partnerships with other United Nations agencies and multilateral organizations.

In recent years, globalization, the global jobs crisis, changing methods of production, and new technologies and work organization within global supply chains have had a profound impact on how each sector functions. Such changes have encouraged SECTOR to devise new forms of sectoral social dialogue.

This booklet features snapshots of SECTOR's work in tackling specific challenges in different sectors. Although the examples below represent only a fraction of SECTOR's accomplishments during the 2012-13 biennium, they illustrate the results achieved and the kind of work that could be developed to address emerging issues in the future.

CONSENSUS BUILDING AMONG CONSTITUENTS



Global Dialogue Forum on Future Skills and Training in the Oil and Gas Industry, 12-13 December 2012. Geneva, Switzerland.

The ILO's first sectoral meeting took place in 1927. Throughout SECTOR's long-standing history, these meetings have contributed to strengthening industrial relations. Delegates bring their first-hand experience to Tripartite Meetings, Global Dialogue Forums and Meetings of Experts, where they have the opportunity to improve their own world of work by guiding the ILO on the development, promotion and implementation of sectoral Conventions, Recommendations and codes of practice, and to explore innovative ways of advancing the Decent Work Agenda. In the 2012-13 biennium, SECTOR hosted five Global Dialogue Forums and three Meetings of Experts. Based on up-to-date information and recent research, SECTOR prepares issues paper and draft guidelines to inform each of the meetings.

FISHING: GLOBAL DIALOGUE FORUM FOR THE PROMOTION OF THE WORK IN FISHING CONVENTION, 2007 (C. 188)

There are over 30 million fishers worldwide, 15 million of who work full time on on-board vessels. It is common for these fishers to work in dangerous and hazardous situations for long hours and engage in strenuous activity. In May 2013, delegates at the Global Dialogue Forum discussed current challenges in the implementation of Convention No. 188. The outcome was a Points of Consensus document focused on four areas: social and labour issues in the fishing sector; the contribution of C. 188 to social and labour issues; experiences and challenges in implementation and ratification of the Convention; and recommendations for future action by the ILO and its members.

In 2013, South Africa ratified C. 188 after extensive national social dialogue and support from the ILO. Below, an interview with Captain Nigel Campbell, a Government Representative from South Africa.

In what capacity do you take part in social dialogue at the ILO?

I was Chairperson of the Committee that completed and adopted C. 188 and of all of the meetings of experts.

What, if any, are the main changes in your industry that have taken place in the past two years and what part did social dialogue play in encouraging that transformation?

There have not been many changes in the last two years. This is due to the fact that in South Africa we commenced the social dialogue process in 2008 as we would ratify C. 188, although that only happened in 2013. Even though the industry has gone through difficult times since 2009, we are seeing an improvement in employment and working conditions. This will further improve when the legislation drafted to give effect to C. 188 enters force in 2014.

Could you outline the main priorities you have brought up for discussion at an ILO meeting?

As chairman it is not always easy to raise issues; however, when an impasse was reached, I would use South African methodology to introduce an alternative route and try and reach consensus.

What do you look forward to most when you attend an ILO meeting?

Learning and sharing ideas with the other social partners on how to address issues.

Could you describe one or two memorable moments you've experienced while attending an ILO meeting?

Introducing C. 188 to the Plenary at the ILC's 96th Session and seeing it adopted with an overwhelming majority.

OIL AND GAS: GLOBAL DIALOGUE FORUM

The future needs for skills and training in the Oil and Gas industry was the topic of this Global Dialogue Forum in December 2012. With an increased global demand for energy in combination with projected retirements of skilled workers in the coming years, there is a perceived shortage of qualified workers. To help fill this gap, delegates reinforced that women and young workers should be encouraged and trained to enter the industry. Workforce diversification, gender equality and rights-based migration policies were key points of consensus among delegates, who agreed that such human resources challenges are essential to improving the skills supply of the oil and gas sector.

Appropriate skills development and increased competences in occupational health and safety and environmental sustainability were deemed essential by all delegates. To improve current skill shortages, governments were encouraged to ratify and implement international labour standards. Governments were also called upon to partner with major players in the industry in sharing best practices in skills and technology transfer as part of the wider development efforts.



Oil and Gas industry workers. Addis Ababa, Ethiopia.

SHIPS' COOKS: WHAT DO THEY NEED TO KNOW?

ALLERGIES AND SPECIAL DIETS

How much knowledge should a cook have of allergies, illnesses, and therapeutic diets? Is it incumbent upon a medical doctor to work with the cook to devise appropriate menus or should the cook have basic knowledge of special diets? Social partners worked together to ensure that cooks, seafarers, shipowners and governments agreed on the wording of a recommendation that would advantage all parties.

FIRST AID IN THE GALLEY

All seafarers need to know first aid, but ships' cooks must also be able to provide specific first aid to help with accidents that might occur in the galley, such as fires, accidents with machinery, scalds, caustic burns and crush injuries.

ADAPTING MENUS FOR CULTURES AND RELIGIONS

Being a seafarer means working with people from all over the world. This diversity can be challenging for a cook who must think about various cultural and religious expectations. Concern was expressed that the cook might end up constantly catering to cultural and religious holidays. It was agreed to delete specific references to holidays, and state only that those who prepare food should have knowledge of "rituals, customs and guidelines associated with food and meals".

SHIPPING: GUIDELINES ON THE TRAINING OF SHIPS' COOKS: MEETING OF EXPERTS

Being a ship's cook is a tough job. Not only is the cook expected to plan meals using stores that have often been on the ship for months at a time, but also this seafarer must consider the dietary needs and palettes of a diverse crew. Knowledge of nutrition, the preparation of traditional foods, waste management, food safety, effective communication and first aid are among other vital requirements for the job. In short, the expertise and good training of a ships' cook is essential for ensuring the health and wellbeing for everyone on the vessel.

As a follow up to the ILO's Maritime Labour Convention, 2006 (MLC, 2006), SECTOR was asked in 2011 to prepare a set of guidelines for the training of ships' cooks. A meeting of experts in September 2013 adopted the proposed guidelines. Several of these representatives had at one point served as ships' cooks.

All participants agreed that the new guidelines are an important step for improving the health and lifestyles of seafarers. As the next step, social partners asked the ILO to assist in the development of a model course for ships' cooks that could be implemented by participating partners on a global scale.

The Secretary of the Workers' Group of the Governing Body, Esther Busser, covers all sectors at ILO meetings. Below are extracts from an interview with Ms Busser.

Could you outline the main priorities you have brought up for discussion at an ILO meeting?

Among priorities that have been put forward by the workers group for discussion at sectoral meetings are the promotion of ILO standards, in particular sectoral standards, for example C. 167 and C. 176 etc., but also the development of tools and guidelines that have been developed in expert meetings over the years and the use of such tools at country level. Another important priority is the focus on the quality of employment in various sectors ranging from improving wages and working conditions to issues related to the employment relationship and addressing precarious work and the erosion of the employment relationship as well as growing inequalities. And finally the promotion of social dialogue in itself in various sectors has been an important objective of sectoral meetings.

What do you look forward to most when you attend an ILO meeting?

The work with the workers' group in determining our priorities and positions and working together towards conclusions as well as the negotiations of conclusions or instruments.

Could you describe one or two memorable moments you've experienced while attending an ILO meeting?

In general the adoption of codes of practice and sectoral standards are memorable moments. They represent a concrete outcome that was often subject to long and arduous negotiations and that will have a direct impact on improving people's working lives. Also the moments within the group, the work done together with a great variety of people from different countries, regions and cultures but facing similar challenges has been very rewarding.

CIVIL AVIATION: GLOBAL DIALOGUE FORUM

Delegates met in Geneva in February 2012 to discuss the effects of the global economic crisis on the civil aviation industry. Air traffic has grown exponentially since 1970; it is estimated to continue growing a further 4 to 6 per cent between 2008 and 2027. However, even as people are becoming more mobile and increasing amounts of cargo are being moved on aircrafts, this industry is not immune to external shocks and crises. Following the attacks of 11 September 2001, employment decreased, bankruptcies

occurred and industrial relations deteriorated. The 2002-2003 SARS pandemic, the 2008 global economic and financial crisis, and disruptions caused by the 2010 volcanic eruption were also major shocks to the industry.

Still, the industry has undergone massive change and growth in passenger volumes. Alliances between airlines and the emergence of low-cost carriers have expanded people's travel options; however, much of this growth has been uneven. A level playing field will promote fair competition among all industry sectors. Consistent and transparent global regulations are required, as are fair competition and observance of rights at work.

CHEMICAL INDUSTRY: GLOBAL DIALOGUE FORUM

The intersection between occupational safety and health (OSH), corporate social responsibility (CSR) and social dialogue was debated and discussed during the November 2013 Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry. It was agreed that strong OSH and CSR can be attained through collective bargaining and social dialogue. The most important tools to

improve OSH are training, prevention, research, and joint elaborated policies programmes and periodical audits. Such endeavours contribute to emphasizing the value and necessity of risk reduction in organizational cultures.

Sustainability, another fundamental concern in this industry, is also a focus of CSR. Both multinational and small and medium enterprises rely on the assistance of employers' and workers' organizations to provide valuable information and a level of accountability in sustainability-related efforts.

"...SOCIAL DIALOGUE BETWEEN EMPLOYERS AND WORKERS [IS] IMPORTANT BECAUSE [IT] PROVIDE[S] A POSITIVE ENABLING ENVIRONMENT OF CREATING DECENT JOBS. WORKERS SHOULD WORK IN SAFE AND HEALTHY ENVIRONMENTS AND SHOULD RECEIVE DECENT WAGES. MOREOVER, COLLECTIVE BARGAINING IN THE CHEMICAL INDUSTRY NEEDS TO BE STRENGTHENED."

(Government Group Coordinator)

"IN ORDER FOR THE SECTOR TO CONTRIBUTE TO A SUSTAINABLE DEVELOPMENT, IT SHOULD INVEST IN LIFE-LONG TRAINING. WORK-LIFE BALANCE SHOULD BE ACHIEVED IN ORDER TO ENCOURAGE WOMEN AND YOUNG PEOPLE TO PARTICIPATE IN THE CHEMICAL INDUSTRY."

(Worker Group Coordinator)

"THERE IS A NEED TO GENERATE AND RESTORE EMPLOYMENT AND DECENT WORK IN THE INDUSTRY. ... FLEXIBLE FORMS OF WORK [ARE] IMPORTANT FOR BOTH COMPANIES AND WORKERS, AND IN PARTICULAR [HELP] THE UNEMPLOYED AND PEOPLE SEEKING THEIR FIRST JOB ... CSR CONSTITUTED A SHARED RESPONSIBILITY BETWEEN THE SOCIAL PARTNERS. EMPLOYERS' ORGANIZATIONS CONTRIBUTED TO THOSE INITIATIVES BY PROVIDING A BETTER UNDERSTANDING OF WORKING CONDITIONS."

(Employer Group Coordinator)

“EDUCATION INTERNATIONAL WELCOMES THE DECISION BY THE ILO AND ITS CONSTITUENTS TO DEVELOP THE POLICY GUIDELINES. [THEY] WILL SERVE AS AN IMPORTANT TOOL FOR GOVERNMENTS AND EDUCATORS ALIKE, PARTICULARLY IN THE DEVELOPMENT, ELABORATION, REVIEW AND IMPLEMENTATION OF COMPREHENSIVE ECE POLICIES, AND THE PROMOTION OF DECENT WORK FOR ALL ECE PERSONNEL. THESE GUIDELINES COMPLEMENT THE ILO/UNESCO RECOMMENDATION CONCERNING THE STATUS OF TEACHERS (1966) AND THE UNESCO RECOMMENDATION CONCERNING THE STATUS OF HIGHER-EDUCATION TEACHING PERSONNEL (1997), THUS ADDRESSING THE STATUS OF ALL EDUCATORS.”

Fred van Leeuwen,
General Secretary of Education International

“...THE ILO POLICY GUIDELINES ON THE PROMOTION OF DECENT WORK FOR EARLY CHILDHOOD EDUCATION PERSONNEL IS THE FIRST ENDEAVOR TO IMPROVE THE PROFESSIONAL DEVELOPMENT, STATUS AND EMPLOYMENT CONDITIONS OF ECE PERSONNEL ON THE INTERNATIONAL (GLOBAL) LEVEL. ... AS AN ECE PROFESSIONAL IN KOREA, I WILL PROVIDE INFORMATION ON THE PURPOSE AND CONTENTS OF THE ILO POLICY GUIDELINES TO THE MINISTRY OF EDUCATION AND THE MINISTRY OF EMPLOYMENT AND LABOR IN MY COUNTRY ... I WILL SHARE THE GUIDELINES WITH EMPLOYERS’ ASSOCIATIONS AND TEACHERS’ ASSOCIATIONS IN KOREA AS WELL AS THE OECD’S ECE NETWORK MEMBERS ...”

Dong-Ju Shin, Professor of Early Childhood Education,
Republic of Korea

“TEACHERS ARE VERY SPECIAL PEOPLE, WITHOUT THEM NO OTHER CAREER CAN BE BORN. THEY ARE THEREFORE DESERVING OF CONDITIONS OF SERVICE AND PERSONNEL PRACTICES THAT WILL PROVIDE AN ENABLING WORK ENVIRONMENT THROUGHOUT THE WORLD AND WILL ASSIST IN ELIMINATING POVERTY. ... BY USING THESE GUIDELINES, MEMBER STATES WILL HAVE A REFERENCE TOOL THAT WILL GUIDE THEM ON THE DESIGN AND IMPLEMENTATION OF ECE MEASURES ... [AND] ALLOW FOR THE PROMOTION OF DECENT WORK FOR ECE PERSONNEL AS A MEANS OF ENSURING UNIVERSAL ACCESS TO HIGH-QUALITY ECE SERVICES.”

Simone Geyer, Chief Director,
Department of Basic Education, South Africa

EDUCATION: GLOBAL DIALOGUE FORUM AND MEETING OF EXPERTS ON EARLY CHILDHOOD EDUCATION

Early childhood education (ECE) is a public good with proven short- and long-term benefits not just for individuals, but for society overall. However, throughout the world, early childhood education remains underfunded and the educators undervalued. Although demand for and access to ECE had improved, children from poor and rural households and those with special needs con-

tinue to have limited access to early education. Furthermore, conditions of work for ECE personnel are varied, and in many cases, these educators are not considered on par with their counterparts in other levels of education.

Throughout the course of two tripartite meetings held in Geneva over the past biennium, the ILO report “Conditions of Personnel in Early Childhood Education” – the first in its field – was discussed and policy guidelines were subsequently adopted. These guidelines for constituents and education policy makers focus on policies, training and professional development of educators, employment terms and conditions, social dialogue and recommendations for future actions.

VIOLENCE AND INSECURITY IN SCHOOLS FOR TEACHING PERSONNEL: IMPACT ON EDUCATION ACCESS

This 2012 background paper indicated that schools and other learning institutions around the world have experienced an increase in all kinds of violence.

CATEGORIES OF VIOLENCE



Daily verbal and low-level physical abuse or insecurity in classrooms, including toward teachers



Life-threatening violence (school shootings, gang-related violence)



Gender relations and sexual violence



Physical violence and attacks on schools and teachers for ideological, ethnic, or political reasons

CAUSES AND ACTIONS

Violence in schools manifests in a variety of forms and stems from a range of reasons, from the political, military and religious to discrimination against gender, race, class and ability. All violence causes long-term emotional and physical effects, in addition to the financial implications of the destruction of property.

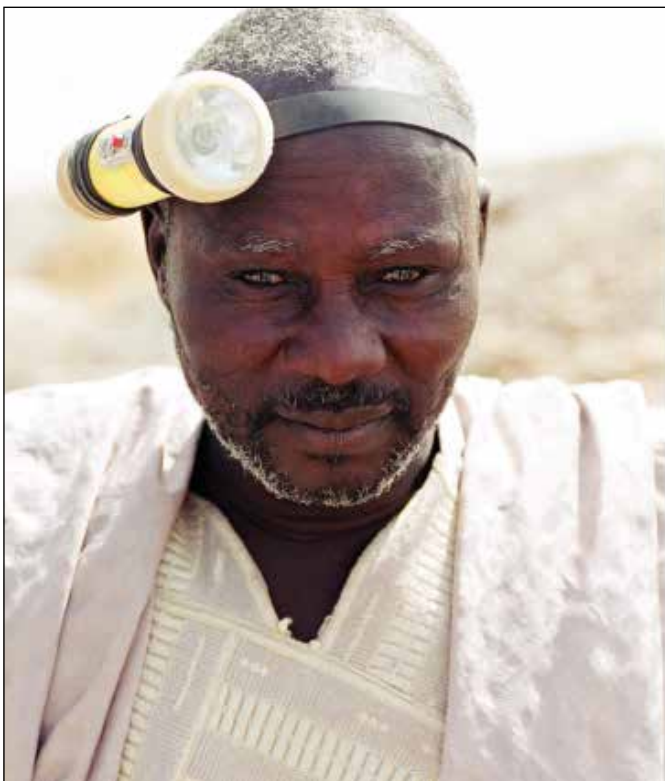
The ILO, UNESCO and governments each has a role to play in providing incentives and facilitating action to addressing this mounting international problem, ensuring that children have access to quality education and teachers to a safe working environment.

EDUCATION: JOINT ILO/UNESCO COMMITTEE OF EXPERTS ON THE APPLICATION OF THE RECOMMENDATIONS CONCERNING TEACHING PERSONNEL (CEART)

Four background papers were written in 2012 in preparation for the 11th session of the joint ILO/ UNESCO Committee of Experts on the Application of the Recommendations concerning teaching personnel (October 2012). These papers covered the following topics: terms and conditions of employment of teachers; social dialogue in education; the impact of the continued economic downturn on education and teachers; violence and insecurity in schools for teaching personnel.

REGIONAL AND SUB REGIONAL MEETINGS

In addition to the global meetings held at ILO Headquarters, tripartite regional and sub-regional meetings are also organized throughout the year. They allow participants to discuss regional developments and challenges in their sector.



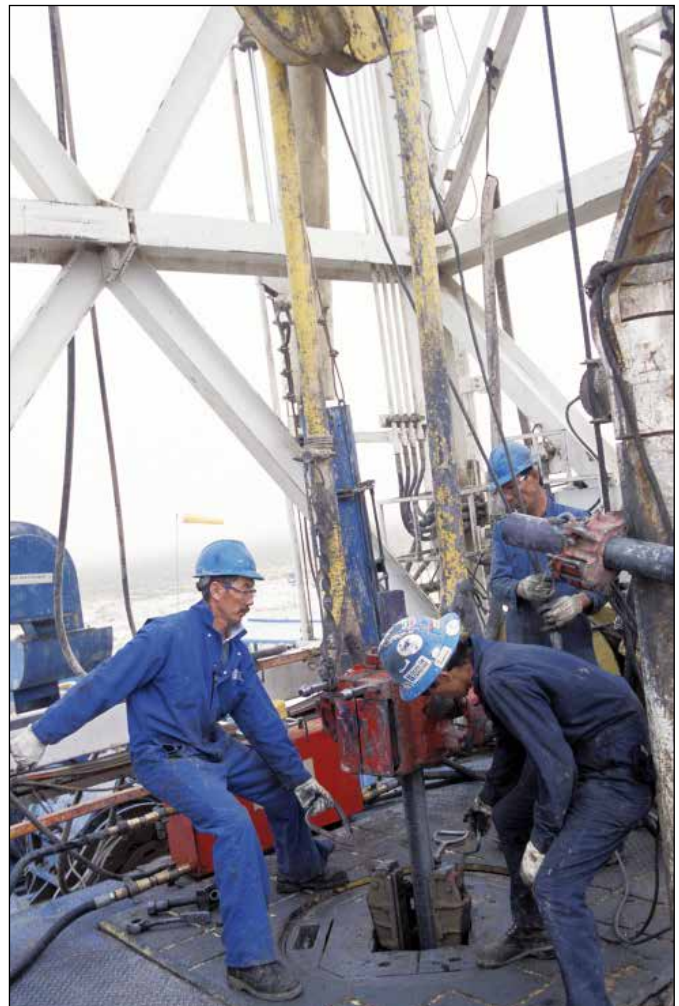
Portrait of a gold searcher. Niger.

MINING

A subregional workshop in Dar-es-Salaam in May 2012 focused on improving occupational safety and health (OSH) through principles contained in Convention No. 176, such as the wide use of risk management. Following further discussions of OSH challenges in small scale mining, preventing pneumoconiosis in mining, and HIV and AIDS in the mining sector, representatives from eight African countries developed country-based conclusions identifying goals, priorities and current challenges in the sector.

OIL AND GAS

The oil and gas industry in Azerbaijan, Kazakhstan and the Russian Federation employs nearly 1 million people. At a sub-regional workshop in June 2013, a seven-point plan of action to promote good industrial relations in this sector was unanimously approved. Part of the plan is for the ILO and the International Training Centre (ITC) of the ILO to work with social partners on training and capacity building in social dialogue, occupational safety and health, labour inspection and gender equality. The ILO will also assist with an analysis of the labour market and policies concerning skills mismatches. A third goal is to reinforce youth employment promotion programmes and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).



Oil rig workers. Tengiz, Kazakhstan.



Construction worker. Dar Es Salaam, Tanzania

CONSTRUCTION

There are currently several challenges facing the construction industry, including occupational safety and health issues, an undermining of collective bargaining, outsourcing and casualization of labour, and limited training provisions for workers and enterprises. To address some of these issues, a subregional workshop for the East African community was organized in Nairobi, Kenya in May 2012.

During the workshop, participants shared experiences on the development of construction industry in their respective countries; reviewed labour challenges and opportunities; and, identified common areas of interest and possible joint actions to promote decent work. Four major recommendations were approved, ranging from generating more awareness of the negative effects of corruption on safety, health, productivity and profitability, to forming sectoral committees to identify action programmes for the industry.

KNOWLEDGE DEVELOPMENT AND SHARING



Electrical and electronic waste – a challenge to the environment and to the world of work.

SECTOR captures the current conditions in the world of work through an array of working papers, background papers, in-depth analyses and data. This information contributes to an international discussion on industry-specific challenges and guidelines, and it supports the social dialogue process with constituents and policy makers.

MANUFACTURING: E-WASTE – TWO JOINT ILO RESEARCH PROJECTS

The increasing amount of electronic and electrical equipment waste, “e-waste”, is a challenge not just to the environment, but to the world of work as well. E-waste is the largest growing waste stream: Up to 50 million tonnes are generated worldwide, and global e-waste generation is growing by about 40 million tonnes a year (UNEP 2010). This waste is hazardous, complex and expensive to treat in an environmentally sound manner. Furthermore, up to 80 per cent of the e-waste generated in developed countries is shipped, often illegally, to developing countries, such as China, India, Ghana and Nigeria. There, hundreds of thousands of informal workers labour in hazardous conditions to recycle this material.

Two ILO research projects have addressed this growing labour and environmental concern. Written with the Programme on Safety and Health at Work and the Environment (SAFE-WORK), the “The Global Impact of e-waste: Addressing the Challenge”, considers solutions to the e-waste problem by focusing on worker protection through legislation, formalization of the informal recycling sector and the opportunities represented by cooperative organization of e-waste workers.

In addition, SECTOR and the ILO Cooperatives Unit (COOP) have drafted “The Contribution of Cooperatives and Other Social Economy Organizations to Decent Work Conditions in Managing E-waste”. This research will be used to promote decent work in e-waste management and further the international exchange and understanding of the issue. In the study, there is fact-finding evidence on the engagement of cooperatives, social enterprises and other types of organizations in the e-waste value chain. It also suggests effective ways informal workers can upgrade their businesses and practices.

E-waste recycling in Ghana

In Ghana, the main centre for e-waste is in the Agbogbloshie metal scrap yard, outside Accra. Most of the e-waste to Ghana comes from developed countries, arriving illegally and disguised as secondhand electronic goods. It is estimated that the 25,000 people in Ghana working in e-waste recycling collectively sustain 200,000 people overall. Although the refurbishing and repair sector is partially formalized, the collection, disassembly, material recovery and final disposal are almost exclusively done by informal workers. Those working as recyclers usually come from the poor northern part of the country – a region that faces chronic food insecurity. For this reason, e-waste recycling is a more reliable livelihood, despite severe environmental and health hazards. Most of the people working in recycling are males between the ages of 14 and 40 years old. They tend to work between 10 and 12 hours per day. Rarely do these workers have employment security or social security, and they continue to live in extreme poverty. Estimated average monthly incomes are between US\$70-140 for collectors, US\$190-250 for refurbishers and US\$175-285 for recyclers. It has been confirmed that children are also employed on e-waste sites. They generally earn less than US\$20 per month.

Source: ILO, 2012 “The Global Impact of e-waste: Addressing the Challenge,” p.28.

SHIPPING: DATABASE ON REPORTED INCIDENTS OF ABANDONMENT OF SEAFARERS

This database hosted by the ILO is an ongoing collaborative effort to track cases of abandonment of vessels and seafarers in ports around the world. Governments and relevant organizations send vessel abandonment cases to the ILO to be entered into the database. The ILO then circulates the information to flag and port States and owners of vessels. In March 2013, an analysis of those cases showed that the number of abandoned seafarers has been gradually decreasing. However, these numbers must still be vigilantly monitored, and the current collaboration to help abandoned seafarers must continue.

Vessels might be abandoned in ports because of bankruptcy or financial insolvency of vessel owners, failure to pass inspection or following a claim on the vessel by other parties. Abandoned seafarers often lack basic necessities, including water and electricity; suffer from high levels of stress and even psychological trauma; live in unsanitary conditions; and are rarely given permission to go on land. In addition, these seafarers can be owed wages between two and ten months in arrears.

The database of abandoned vessels was established with the help of the International Maritime Organization (IMO) and the International Ship Suppliers' Association. Since then, with the cooperation of the IMO, the International Transport Workers' Federation (ITF) and the International Shipping Federation (ISF), the ILO has been able to develop and maintain the database, keeping track of the names and current status of abandoned seafarers.

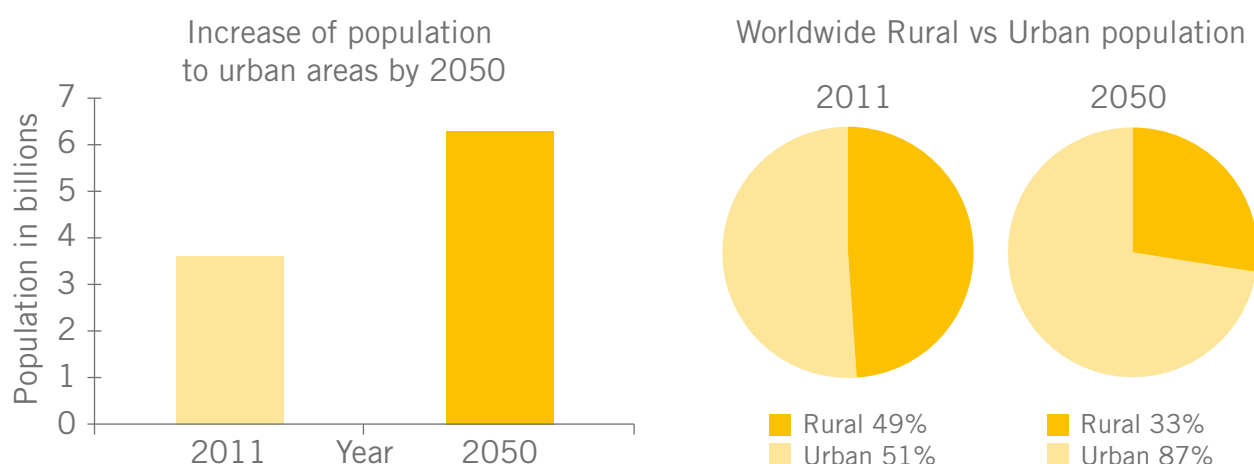
AGRICULTURE: LABOUR ISSUES IN URBAN AND PERI-URBAN AGRICULTURE: INFORMATION AND RESOURCE GUIDE

This guide comes at a time of massive urban expansion and is one of the few resources to address issues facing agricultural workers and enterprises in urban and peri-urban areas. The information and training tools assist ILO tripartite constituents to build a decent work approach and are divided into the following areas: job creation and income generation; business development, skills and marketing; social protection and social dialogue; and disaster and risk management, recovery programmes and food and nutrition security.

URBAN AND PERI-URBAN AGRICULTURE

«Urban and peri-urban agriculture is an industry located within (intra-urban) or on the fringes (peri-urban) of a town, a city or a metropolis, which grows and raises, processes and distributes a diversity of agriculture products, using largely human, land and water resources, products and services found in and around that urban area» (FAO-World Bank, 2008, p. 21).

URBAN POPULATION GROWTH 2011-2050



WHAT DOES THE GROWTH OF AN URBAN AREA MEAN?



People currently living in rural areas will become part of cities.



People's livelihoods and jobs will change.



Food production and delivery will be at risk.

DECENT WORK APPROACH TO URBAN AND PERI-URBAN AGRICULTURE

Improve urban residents' nutrition and diet

Reinforce food security and right to food

Raise households' income

Contribute to job creation, especially for youth

Help reduce poverty

Improve gender equality in cities

MULTISECTORAL: PRIVATE EMPLOYMENT AGENCIES CONVENTION, 1997 (NO. 181)

Convention 181 was the focus of three Working Papers covering five countries – the Netherlands, Spain, Sweden, South Africa and Morocco. These Working Papers (Nos. 283, 290, 291) discuss the relevance of the Convention to each country and provide information on the sectoral distribu-

tion of the operation of employment agencies in each country. An additional working paper (No. 292) explores the legal framework and practices for the operation of employment agencies in South Africa, and working paper 282 recommends an approach for improving social and labour practices in the property services sector.

These collected working papers came out of a proposal for an evaluation of the impact of Convention 181 in order to stimulate discussion and critical commentary on the private employment agency industry.



Doorwomen at a hotel in Bangkok, Thailand

ILO SHORT-TERM INDICATORS DATABASE

This database was established in 2012 by SECTOR and the ILO Department of Statistics. It is anticipated that the information on sector-specific data will assist the development of sectoral programmes in selected countries. The first statistical brief from the data reported on the economic activity across thirteen sectors was published in the second quarter of 2013.

GENDER EQUALITY IN THE WORLD OF WORK

The promotion of gender equality is an ILO cross-cutting goal. Gender issues were continuously addressed through the collection and dissemination of sex-disaggregated data and gender analysis related to employment opportunities and working conditions in specific sectors, while priority was given to the analysis of gender-differentiated access to employment and conditions of work in sectors traditionally dominated by men, such as mining, oil and gas, and shipping. In the past biennium, SECTOR collaborated with a number of partners, including the ILO Gender Bureau and UN WOMEN.

TOURISM: INTERNATIONAL PERSPECTIVES ON WOMEN AND WORK IN HOTELS, CATERING AND TOURISM: A JOINT ILO GENDER AND SECTOR STUDY

According to estimates, 1 in 12 jobs worldwide are in or directly related to the Hotel, Catering and Tourism sector (HCT). This translates to approximately 260 million jobs overall, accounting for 9 per cent of global GDP. Women, youth, migrants and rural populations are highly represented in this sector. In fact, in many countries, women make up 60-70 per cent of all workers in the industry. Still, they usually earn less than men and tend not to occupy managerial positions. Many of these women are engaged in informal labour and suffer from poor working conditions, often not receiving proper remuneration for their work.

This joint GENDER and SECTOR study focuses on the issues of importance for employment of women as a basis for future dialogue. It also features innovations, good practices and interesting case studies in support of future human resources planning for governments, employers' and workers' organizations.

WORLD TOURISM DAY 2013:

SOME TWITTER BUZZ ABOUT THE @ILO PUBLICATION



ILO
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Today is #WorldTourismDay! How can tourism play a role in achieving poverty reduction and gender equality? bit.ly/18VyWIJ @UNWTO

10:51 AM - 25 Sep 2013

11 RETWEETS 7 FAVORITES



UN Women Watch
@UNWomenWatch

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ILO Specialist explains how tourism can help achieve poverty reduction & gender equality ow.ly/pd99H v @ILONEWS #WorldTourismDay

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7 RETWEETS 3 FAVORITES



Rohit Talwar
@fastfuture

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#UNWTO: #tourism could provide 296 million #jobs by 2019 - #ILO article on employment in the #tourism sector. bit.ly/qxPIyu

2:00 PM - 14 Sep 2011

1 FAVORITE



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Happy #WorldTourismDay! Look at how #Jordan's #tourism industry works towards equal opportunity employment ow.ly/pheir #WTD2013

9:03 PM - 27 Sep 2013

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Can #tourism help achieve poverty reduction & #genderequality? ow.ly/pffrk via @ILOnews #WTD2013 #TourismDay #WorldTourismDay

2:31 PM - 27 Sep 2013

21 RETWEETS 5 FAVORITES



WOMEN, WORK AND WATER



Fetching water is a time-consuming, unpaid and often overlooked job. It is usually performed by women and girls. There are many deleterious effects to this invisible and unpaid form of labour, including:

- Its time-intensive nature negatively impacts girls' access to education.
- It can pose security risks to women who travel long distance to fetch the water.
- It reduces women's opportunities to engage in remunerating work.



An estimated 743 million people living in rural areas rely on unimproved sources for drinking water, compared to 141 million in urban areas.

Source: WHO, UNICEF, 2010 "Progress on sanitation and drinking-Water"

Women in sub-Saharan Africa collectively spend about 40 billion hours a year fetching water. This significantly impacts women's employment opportunities and time spent on household duties.

Source: UNIFEM, 2009, "Progress of World's Women. Who Answers to Women?"

Women in Guinea spend 5.7 hours a week to collect water, compared to 2.3 hours for men; In Malawi this figure is 9.1 compared to 1.1 hours.

Source: UNDP, 2011, "Human Development Report: Sustainability and Equity: A Better Future for All."



Successful local initiatives to help women and, in turn, the greater community, have been identified in a joint ILO/UN-Women research project.

In one project, the Self Employed Women Foundation (SEWA) in West Gujarat, India, improved access to safe, reliable drinking water and trained women to repair hand pumps. At first, women did not want to participate because repairs were considered men's jobs, and men refused to drink water from a structure built and managed by women. Through meetings, solidarity group formation, capacity building and mediation between women and the government water board, women's workload collecting water was reduced.

Source: Mishra Panda, S. , 2007 "Women's collective action and sustainable water management: Case of SEWA's water campaign in Gujarat, India."

WATER: THE WATER SUPPLY CHAIN: A RESEARCH PROJECT IN COLLABORATION WITH UN WOMEN

In 2013, ILO and UN WOMEN began a combined project to deepen understanding of the

connection between water provision, decent work generation and the gender implications of national policies on water. This joint project examines broad gender patterns and biases in the formal and informal labour market; considers water needs and the term and characteristics of national water provision networks; and identifies promising projects or initiatives in the water sector at national and local levels that will build or promote decent jobs for women.

TRANSPORT: PROMOTING THE EMPLOY- MENT OF WOMEN IN THE TRANSPORT SECTOR: OBSTA- CLES AND POLICY OPTIONS, WORKING PAPER NO. 298

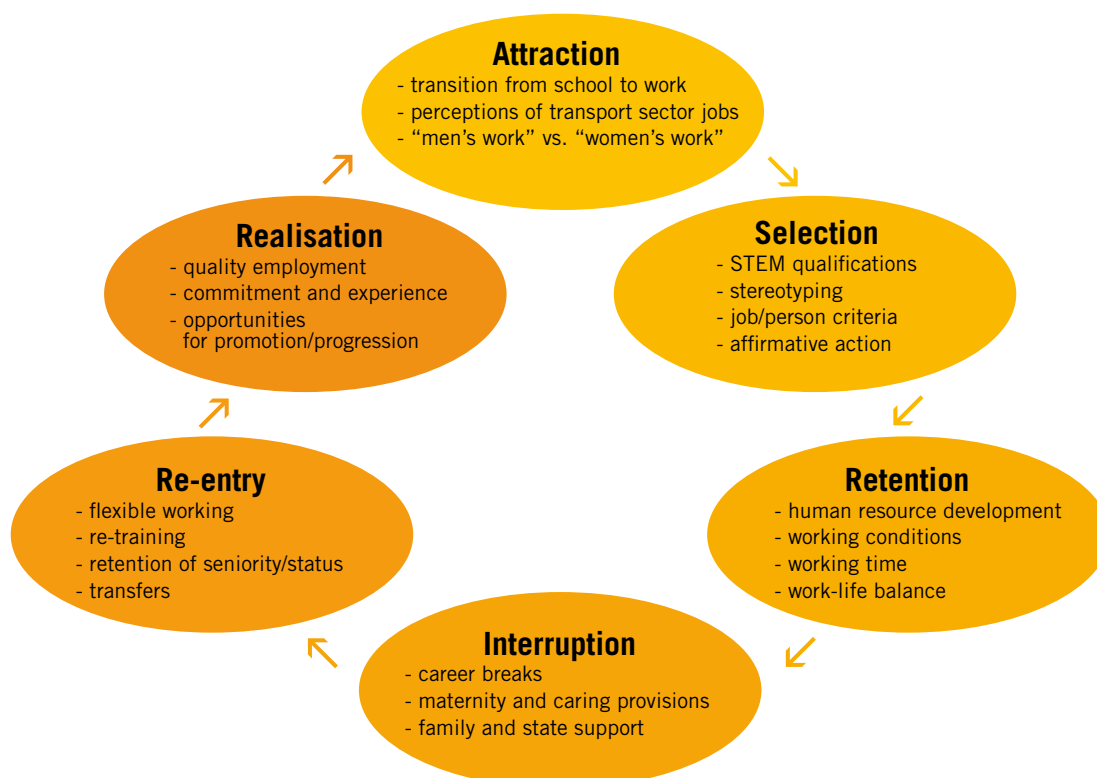
Transport is one of several sectors traditionally considered “no place for women”. Generally speaking, the lack of women in this sector can be attributed to two factors: working conditions and gender stereotyping. Working time, shift work and location of work (such as on-board vessels at sea, driving a truck long distances, or on assignment to a foreign airport) make work in this sector especially unappealing to women. This is compounded by gender stereotypes and persistent images of what women can or cannot do in a male-dominated sector. However, many of

the perceived differences between women and men extend beyond the workplace into greater cultural, family and educational institutions. The barriers that women confront in entering this world of work are representative of the systemic barriers they face in almost every aspect of their work and life cycle.

A career cycle approach, based on the well-regarded attraction-selection-attrition model, is being used to shift beliefs about gender, promote gender equality in the workplace and build a stronger understanding of the issues facing women at every stage of their working lives.

Through this approach and using an array of tools and instruments (Conventions and Recommendations, guidelines, training packages, tool-kits, codes of conduct), the ILO has been able to identify and recommend policy options for each stage of the career cycle.

ATTRACTION-SELECTION-RETENTION CYCLE



CAPACITY DEVELOPMENT AND TECHNICAL COOPERATION

Capacity development activities are carried out through specialized training and advisory services to tripartite constituents. At request of the sectoral partners, regional and national training programmes are carried out using training materials and manuals specifically designed to address priority issues. SECTOR also provides technical assistance for the ratification and implementation of sector-specific Conventions and Recommendations as well as Codes of Practice, Guidelines and other tools.



Training of trainers on the Toolkit on HIV/AIDS in the road transport sector. Ghana.

Technical cooperation is a fundamental instrument through which the ILO fulfills its mission to build on the capacity of constituents, particularly at the local level. These projects usually address specific themes and often involve partnerships with other ILO departments and UN agencies.



A woman picking tea leaves. Malawi.

FOOD SECURITY: DECENT WORK FOR FOOD SECURITY PROGRAMME (DW4FS)

The DW4FS programme is new to the ILO: It promotes food security and sustainable livelihoods for small-scale producers and agricultural workers and their families. The programme focuses on enhanced decent work conditions and opportunities in key agro-food value chains with high employment, income generation and productivity potential. This strategy was approved at the November 2011 Governing Body meeting, and throughout 2012-2013, initial activities were implemented in Indonesia's Nusa Tenggara Timur (NTT) province and Malawi.

AREA OF CRITICAL IMPORTANCE (ACI): DECENT WORK IN THE RURAL ECONOMY

The programme “Decent work for food security and sustainable rural development in Indonesia’s NTT province” started in December 2013 with the support from the Grand Duchy of Luxembourg. It is a pilot project under “Decent work in the rural economy” – one of the ILO’s eight areas of critical importance (ACI) for priority action for 2014-15. The work for this ACI is co-led by SECTOR, and during its inception phase in the second half of 2013, there were already a number of interesting and pertinent outputs, including policy briefs on economic diversification and the promotion of decent work for achieving food security.



Street vendor in the market in La Paz, Bolivia

DW4FS IN MALAWI

IN MALAWI, FIVE ACTIVITIES WERE ROLLED OUT FOR THE JOINT ILO/FAO DECENT WORK FOR FOOD SECURITY PROGRAMME:

- A joint ILO-FAO fact-finding mission to interview senior officials and technical staff from eleven ministries, including the Ministry of Labour and the Ministry of Agriculture and Food Security, workers’ and employers’ organizations, civil society organizations and academic institutions;
- A consultative and validation workshop for national stakeholders;
- Capacity building training for agricultural extension workers and labour inspectors on core principles of labour inspection Conventions. This training is to facilitate the creation of a regulatory environment conducive to the promotion of decent work in agriculture and related sectors;
- A draft comprehensive action plan was developed to address decent work bottlenecks in soya and groundnuts value chains in the districts of Lilongwe and Kasungu. This draft plan was based on the results of a participatory value chain analysis and training needs assessment, including a series of workshops on value chain development and an assessment of supporting institutions, policies and gaps;
- To mainstream decent work considerations into key government policies, the ILO participates in two government working groups under the Agriculture Sector Wide Approach (ASWAp). The ASWAp is the government’s main vehicle for strategic policy coordination in agriculture and related sectors, namely the Food Security and Risk Management Technical Working Group and the Commercial Agriculture, Agro-Processing and Market Development Technical Working Group.

The Programme “Decent Work for Food Security and Sustainable Rural Development in Indonesia’s NTT Province” is a joint venture between the ILO and the Food and Agricultural Organization of the United Nations (FAO). As part of the scoping phase for the programme, the ILO

conducted preliminary field work on selected agro-food value chains and held expert meetings in Kupang in July 2012 and August 2013. The latter also included a training session on value chain development and decent work for local stakeholders.

MINING: SAFETY AND HEALTH IN MINES CONVENTION, 1995 (N. 176)

SECTOR has worked with tripartite constituents to promote the safety and health of workers in mines in line with the provisions of the Safety and Health in Mines Convention, 1995 (No. 176) and sector-specific codes of practice.

In three continents, tripartite meetings and working groups were held and proposed regulations put forward to achieve this goal.

Zambia: Technical assistance was provided for drafting a national Occupational Safety and Health policy and for revising mining regulations. Also, current mining regulations have been reviewed by a tripartite group and a new draft is being prepared by the government.

Mongolia: National legislation was analysed and discussed by tripartite constituents in relation to the provisions of Convention No. 176. The Government has established a working group to discuss ratification.

Vietnam: Workshops on Occupational Safety and Health raised awareness of ILO OSH standards, in particular Convention No. 176 as well as tools of great importance for the sector, such as the ILO International Classification of Radiographs of Pneumoconioses.

Uruguay: Technical advice was provided to constituents on the main provisions of Convention No. 176. The country is now taking steps towards ratification.

MARITIME: THE MARITIME LABOUR CONVENTION, 2006 (MLC, 2006)

The MLC, 2006 came into force on 20 August 2013, ensuring protection for 1.5 million seafarers and fair competition for shipowners around the world. In the biennium, 36 countries ratified the Convention. The Office provided technical advice and training to Member States interested in ratifying and implementing the Convention. In collaboration with the International Labour Standards Department (ILO NORMES), SECTOR continues to provide support to countries, follow up on related ILC resolutions adopted along with the MLC, 2006, and actively promote its implementation through flag and port state control inspection.

In August 2013, the Maritime Labour Convention, 2006 came into force. Below, an interview with Natalie Shaw, Secretary to the Shipowners' Group at the ILO.

What, if any, are the main changes to your sector that have taken place in the past two years and what part did social dialogue play in encouraging that transformation?

The main change for us is the entry into force of the MLC, 2006. Without doubt, the achievement of currently having 53 countries ratifying with over 80 per cent of the world gross tonnage in shipping is testament to the fact that we have engaged in effective social dialogue both with the seafarers unions and the implementing governments.

Could you outline the main priorities your group has raised for discussion at an ILO meeting?

To enhance the working and living conditions on board global vessels to try to ensure a level playing field, ensuring all operators run safe and efficient vessels.

What do you look forward to most when you attend an ILO meeting?

A successful conclusion to discussions that can often be highly politically charged.

Could you describe one or two memorable moments you've experienced while attending an ILO meeting, workshop or training session?

The vote for the adoption of the MLC in the Palais des Nations was truly memorable. The ILO second mission to Panama was also a highlight, where we were able to convince the government that it was definitely in their interest to ratify the Convention at an early stage.



SOME TWITTER BUZZ ABOUT @ILO'S MLC 2006

 **ILO** @ILONEWS 13 Aug
Maritime Labour Convention 2006: What it is, what it does, how it works. Aug20 is set to be a historical day! bit.ly/13V0g6D
#MLC
Expand Reply Retweet Favorite More

 **BlueOcean_QUEST** @ErSEA_SHIPsCo 20 Aug
IMO Secretary-General Welcomes Entry into force of Maritime Labour Convention [marineinsight.com/shipping-news/...](http://marineinsight.com/shipping-news/)
Expand Reply Retweet Favorite More

 **MarineInsight** @MarineInsight 25 Mar
Certification of Danish Ships in Accordance With The Maritime Labour Convention is Now Possible fb.me/12xuWW1Py
Expand Reply Retweet Favorite More

 **IAMSPonline** @IAMSPonline 6 Apr
#Ghana To Amend Maritime Labour Convention ghana.gov.gh/index.php/news...
Expand Reply Retweet Favorite More

 **AIN News Desk** @CargoNews1 5 Dec
Jamaica Seeks Inclusion in MLC 2006 - The Maritime Labour Convention 2006 came into force on August 20, 2013, a... htl.li/2BXuls
Expand Reply Retweet Favorite More

 **Channels Television** @Channels_TV 9 May
Nigeria Moves To Domesticcate ILO Maritime Labour Convention bit.ly/10t9Ec0
Expand Reply Retweet Favorite More

 **MOFA of Japan** @MofaJapan_en 5 Aug
[Press Releases] Ratification of the "Maritime Labour Convention, 2006" by Japan mofa.go.jp/press/release/...
Expand Reply Retweet Favorite More

 **Barbara Janssens** @barbarajanssens 4 Mar
France ratifies the Maritime Labour Convention, 2006 (MLC, 2006) ilo.org/global/standar... via @ILONEWS
Expand Reply Retweet Favorite More

 **SuperYacht News** @SaltySeadog 17 Apr
Super Yacht News: The Maritime Labour Convention (MLC) will Enter into Force in 106 Days. Are You Ready Yet? news.thehoworths.com/2013/04/the-ma...
Expand Reply Retweet Favorite More

 **safetyphoto** @safetyphoto 16 Aug
Maritime Labour Convention: Seafarers' "Bill of Rights" extends to cruise ships too wp.me/p2NdUg-25K
Expand Reply Retweet Favorite More



TOURISM: TOOLKIT ON POVERTY REDUCTION THROUGH TOURISM

This ILO toolkit was translated into six languages to help partners capture the massive economic benefits that tourism can bring to a region. In Viet Nam, it was introduced in eight provinces; in the State of Mato Grosso, Brazil, it was used to train local partners in preparation for the 2014 FIFA World Cup. The instrument was also implemented in Bangladesh, Lao People's Democratic Republic, Nepal and Sri Lanka.

The product is part of the ILO's involvement in decent work and the United Nations Millennium Development Goals. Through its vision of an inclusive, pro-poor tourism industry, the toolkit focuses on areas such as job growth, decent work in the rural economy, expanding skills for youth, enhancing productivity and improving working conditions for Small and Medium Enterprises. It is designed to allow partners to choose the modules that most apply to their circumstances to provide specialized, targeted training.

The implementation of the toolkit on poverty comes during a time of increasing international tourism, especially to least developed countries (LDC): Tourist arrivals in LDCs tripled between 1998-2008, increasing worldwide revenues from 1 to 5.3 billion USD. In 2012, 8.7 per cent of worldwide jobs were related to tourism either directly or indirectly. Developing tourism in LDCs can advantage the local poor, especially women and youth, who are significantly represented in this sector.

PUBLIC SERVICES: MANUAL ON COLLECTIVE BARGAINING AND DISPUTE RESOLUTION

Translated into seven local languages (Arabic, Bosnian, Greek, Macedonian, Portuguese, Serbian, Russian) as well as French and Spanish, and used at workshops and training programmes in African, Latin American and European regions, this manual illustrates proven, successful mechanisms for preventing and resolving disputes in labour relations in the public services.

The manual allows for the practical application of Article 5 of the Labour Relations (Public Service) Convention, 1978 (No. 151). Users can read about an array of interrelated mechanisms devised by social partners around the world, especially related to resolving disputes in collective bargaining. These mechanisms have allowed social partners to engage in equal footing and with minimal disruption to public services in negotiations regarding wages and working conditions.

“... [THE MANUAL] PROVIDES MUCH FOOD FOR THOUGHT, IN PARTICULAR GIVEN ITS COMPARATIVE BEST PRACTICE BASIS. ... IT WOULD BE A USEFUL RESOURCE FOR ACADEMICS RESEARCHING DISPUTE-RESOLUTION SYSTEMS, PRACTITIONERS LOOKING FOR COMPARATIVE MATERIAL TO INFORM THEIR CASES, POLICY MAKERS, AND THE SOCIAL PARTNERS – GOVERNMENTS AND TRADE UNIONS/WORKERS REPRESENTATIVES – WHO ARE DIRECTLY ENGAGED IN SOCIAL DIALOGUE AND WHO THUS PLAY A CRITICAL ROLE IN THE SMOOTH AND EFFICIENT FUNCTIONING OF THE PUBLIC SERVICE.”

Carole Cooper, *Industrial Law Journal*, 33
(October 2012). p. 2335.

“THE MANUAL IS A TIMELY PIECE OF WORK AND RAISES ISSUES THAT SHOULD PROVE USEFUL TO BOTH ACADEMICS AND PRACTITIONERS IN THE PUBLIC SECTOR. ... AS THE EMPHASIS IN COLLECTIVE BARGAINING CHANGES FROM MANUFACTURING TO PUBLIC SECTOR ACTIVITIES, THE MANUAL PLAYS AN IMPORTANT ROLE IN SCHOLARSHIP. IT INTENDS TO PROMOTE THE IMPLEMENTATION OF THE ILO’S LABOUR RELATIONS (PUBLIC SERVICE) CONVENTION NO. 151 (1978). ONE HOPES IT SUCCEEDS IN THAT QUEST.”

Louise Floyd, *E-Journal of International and Comparative Labour Studies*, 1:3-4.
pp. 331-333.

PORTS: PORTWORKER DEVELOPMENT PROGRAMME

Working in a port can necessitate difficult and potentially dangerous tasks. For nearly 30 years, the ILO Portworker Development programme has been training all levels of personnel on cargo handling performance; working conditions and practice; and the safety, status and welfare of portworkers. This programme is comprised of training materials for personnel in container terminals and other container handling facilities. The materials are not intended to be a “course”, but instead an open-ended series of self-contained modules delivered by a qualified instructor in a small class setting.

In the past biennium, new presentation methods were used in the training sessions, making the programme even more versatile. For the first time, all the modules were included in the

package, allowing the trainers to adapt the sessions to the needs of each port or institute. In addition, the license policy was made available online, and least developed countries were given access to a concession policy allowing them to also use the product in their ports. Finally, new research has investigated how to broaden the current market and further improve to the programme.



View of the harbour. Port of Genoa.

The programme itself was implemented in more than 60 countries during the 2012-13 biennium. New agreements to institute training courses were signed with Ports' Authorities from Ghana, Peru and the United States. In addition, chief instructors from Cape Verde, Gambia, Ghana, Grenada, Italy, Mexico, Malaysia, Nigeria, Russian Federation, South Africa and Sudan were trained by ITC-Turin to deliver the PDP training course at the country level.

HEALTH: PROMOTING DECENT WORK FOR HEALTH WORKERS

A series of partnerships were pursued during the 2013-12 biennium to promote a decent work approach in the health sector, using a series of tools recently developed, such as the ILO/WHO Global Framework.

THIRD GLOBAL FORUM ON HUMAN RESOURCES

In November 2013, the ILO supported and participated in the largest-ever global gathering on human resources for health, the Third Global Forum on Human Resources. ILO Director-General Guy Ryder addressed participants at this Forum hosted by the Government of Brazil and the Pan American Health Organizations (PAHO) and co-organized by the World Health Organization (WHO) and the Global Health Workforce Alliance (GWhA). Eighty-three commitments came out of the Forum, demonstrating all partners' and Members States' commitment to advancing the health workforce agenda.

"...EMPLOYMENT OPPORTUNITIES AND THE QUALITY OF JOBS ARE EQUALITY CRITICAL IN ORDER TO ATTRACT AND TO RETAIN A QUALIFIED AND MOTIVATED HEALTH WORK FORCE OVER TIME. ... THE ILO IS READY TO DO ITS PART SUPPORTING ITS CONSTITUENTS, GOVERNMENTS, WORKERS AND EMPLOYERS, AND WORKING TOO IN COLLABORATION WITH THE WHO AND OTHER PARTNERS TO ENSURE DECENT WORK FOR HEALTH WORKERS AND STEADY PROGRESS TOWARD THE GOAL OF UNIVERSAL HEALTH COVERAGE."

Guy Ryder, ILO

Director-General, addressing delegates to the Global Forum on Human Resources for Health.

HEALTH WISE TOOLKIT

Health services are complex, potentially hazardous work environments. Providing for workers' health and wellbeing not only means improving their lives but also those of their patients. In 2010, the ILO and the WHO drafted HealthWISE, a tool for health-care institutions with practical, participatory and cost effective suggestions for improving work conditions and occupational health and safety for health workers. Following the completion of field-testing in Senegal, Tanzania and Thailand in 2012, the tool was revised in 2013. The tool is ready to be implemented in selected countries in the 2014-15 biennium.



HealthWISE training. Tanzania.

TESTING HEALTHWISE IN SENEGAL

Senegal tested HealthWISE in ten sites across the country. Following the pilot testing, social partners decided to implement a national HealthWISE programme. The HealthWISE action plan was adopted by the Ministry of Health in 2012, and it is now part of national programme for sustainable development and the new policy for safety and health at work. In addition, HealthWISE is being instituted in the training programme for work inspectors. Workers' groups have promised to support initiatives related to HealthWISE.

MULTISECTORAL: APPROACHES TO HIV AND AIDS IN THE WORKPLACE

SECTOR has been collaborating with the ILO Branch HIV and AIDS and the World of Work (ILOAIDS) and other UN agencies on developing HIV and AIDS programmes in the workplace. Over the past two years, these partnerships have yielded a series of guidelines, used in training sessions and promotional activities that helped social partners set workplace policies concerning HIV and AIDS.

Mining: Guidelines to help mining companies develop workplace programmes and policies. Validated in: India

Commerce: Guidelines (manual and tool) to develop and implement HIV and AIDS workplace policies in retail commerce. Tested and validated in: Uganda

Health: Workplace module on ILO/WHO/UNAIDS Guidelines on Improving Health Workers' Access to HIV and TB Prevention, Treatment, Care, Support Services.

Tourism: Created with ILOAIDS and UNWTO, new guidelines help stakeholders develop and implement HIV and AIDS policies and programmes and support effective implementation of HIV and AIDS Recommendation, 2010 (No. 200).

Postal: Promotional activities for the joint ILO/Universal Postal Union/UNI Global Union Guidelines in Asia/Pacific and Mediterranean regions; guidelines adapted for Kenya and included in The Postal Corporation of Kenya HIV and AIDS Workplace Policy.

POLICY COHERENCE AND STRATEGIC PARTNERSHIPS

SECTOR's strategic partnerships with other United Nations agencies and international organizations are essential to foster policy and programme coherence to promote decent work in different sectors. SECTOR's work involves collaboration on implementation of joint standards, policies and sectoral programmes with, inter alia: the Food and Agriculture Organization of the United Nations (FAO) (agriculture, fishing, food, forestry); the International Civil Aviation Organization (ICAO) (civil aviation); the International Maritime Organization (IMO) (shipping, ports, fishing, transport equipment manufacturing); the Organisation for Economic Co-operation and Development (OECD) (education, hotels, catering, tourism); the Joint United Nations Programme on HIV/AIDS (UNAIDS) (commerce, health services, transport, roads); the United Nations Educational, Scientific and Cultural Organization (UNESCO) (education, media, culture, graphical); the United Nations Development Group (UNDG) Task Team on Culture and Development (media, culture, graphical); the United Nations Human Settlements Programme (UN-Habitat) (construction); UN-Water (utilities); the United Nations World Tourism Organization (UNWTO) (hotels, catering, tourism); the Universal Postal Union (UPU) (postal services); the World Health Organization (WHO) (health services, shipping, tobacco); the World Intellectual Property Organization (WIPO) (media, culture, graphical); and the World Bank and other regional development banks (infrastructure, construction and related sectors).

Many of SECTOR's partnerships have been illustrated in the pages above. Another recent collaboration has been with UN agencies on the

global food supply chain. The ILO has been a member of the UN High-Level Task Force on Global Food Security (HLTF) since 2009. It will continue to actively contribute to the HLTF during the 2014-15 biennium, where a priority for this work is the UN Secretary-General's Zero Hunger Challenge. SECTOR also represents the Office in the Committee on World Food Security (CFS). At CFS' 40th Session in October 2013, the ILO co-chaired with FAO and the Swedish International Development Cooperation Agency the side event "Decent rural employment for rural poverty reduction and food security".

In the over twenty sectors represented by the Department of Sectoral Activities, a great number of partnerships and projects, meetings and milestones have been achieved over the past two years. As SECTOR deepens its knowledge of key challenges affecting each sector while continuing its collaborations with social partners, other ILO departments and other international organizations, the 2014-15 biennium promises to be full of potential, with a continued commitment to a sectoral approach to achieving decent work for all.

APPENDIX

GLOBAL PRODUCTS 2012-2013: IN-DEPTH SUMMARY

PRODUCTS AND OUTPUTS			
SECTOR	GLOBAL AND REGIONAL SECTORAL MEETINGS	RESEARCH	TRAINING MATERIALS
AGRICULTURE		Food security and infrastructure in urban and peri-urban agriculture in Harare, Zimbabwe: A macro-economic survey, 2013	Labour issues in urban and peri-urban agriculture: Information and resource guide, 2013 Occupational safety and health in agriculture: Information package for farmers, employers, employees and supplies, 2013 Code of practice on occupational safety and health in agriculture, 2011, translated into Arabic, Chinese, Turkish
CHEMICAL INDUSTRY	Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry, Geneva, 26-28 November 2013	Promoting decent work in the chemical industry: Innovative ideas, 2013 (Issues paper for discussion at the Global Dialogue Forum)	
COMMERCE			Guidelines on HIV and AIDS in retail commerce, 2013 developed in collaboration with ILOAIDS
CONSTRUCTION	Subregional Tripartite Workshop on Decent Work in the Construction Industry in Eastern African countries, Nairobi, Kenya, 10-11 May 2012		Built environment and labour (BEL) guidance manual: Formulating projects and studies concerning labour issues in greening the sectors of the built environment, 2012

SECTOR	GLOBAL AND REGIONAL SECTORAL MEETINGS	RESEARCH	TRAINING MATERIALS
EDUCATION	Global Dialogue Forum on Conditions of Personnel in Early Childhood Education, Geneva, 22-23 February 2012 11th Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), Geneva, 8-12 October 2012 Meeting of Experts on Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel, Geneva, 12-15 November 2013	Right beginnings: Early childhood education and educators, 2012 (Issues paper for discussion at the Global Dialogue Forum) Terms and conditions of employment of teachers in relation to teacher shortages and education for all, 2012 Social dialogue in education: National good practices and trends, 2012 Violence and insecurity in schools for teaching personnel: Impact on educational access, 2012 Impact of the continued economic downturn on education and teachers: Employment, salaries and conditions of teaching and learning, 2012 Research on good practices on technical and vocational education and training, 2013, in collaboration with SKILLS	Handbook of good human resource practices in the teaching profession, 2012 Policy guidelines on the promotion of decent work for early childhood education personnel, 2013
FINANCIAL SERVICES	Tripartite Workshop on the Impact of the Global Financial and Economic Crisis on Finance Sector Workers in the Southern Cone Countries, Santiago, Chile, 7-9 October 2013	Study on general financial and employment trends in financial services in Latin America, 2013	
FORESTRY, WOOD, PAPER		An overview of recent and emerging issues in forestry in relation to labour and livelihood opportunities, 2013	Guidelines for labour inspection in the forestry sector, 2005 translated into Japanese
HEALTH SERVICES			Work improvement in health services - HealthWISE package: Action manual, Trainers' guide; CD-ROM, 2013, in collaboration with WHO and ILOAIDS

SECTOR	GLOBAL AND REGIONAL SECTORAL MEETINGS	RESEARCH	TRAINING MATERIALS
HOTELS, CATERING AND TOURISM		Migrant workers in the international hotel industry, 2012 (International Migration Papers No. 112), in collaboration with the International Migration Branch International perspectives on women and work in hotels, catering and tourism, 2013 (Working paper No. 289), in collaboration with the Bureau for Gender Equality	HIV and AIDS: Guide for the tourism sector, 2012, in collaboration with the ILOAIDS and UNWTO Good practices guide for guesthouses and small hotels, 2012 Toolkit on poverty reduction through tourism: Training package, 2013 Toolkit on poverty reduction through tourism, 2012 translated into Bahasa Indonesian, Laotian, Portuguese, Tieg Viet
MARTIME - SHIPPING	Meeting of Experts to Adopt Guidelines on the Training of Ships' Cooks, Geneva, 23-27 September 2013	ILO database on the abandonment of seafarers	Guidelines on the training of ships' cooks, 2013 Code of practice on accident prevention on board ships at sea and in port, translated into Greek
MARTIME - FISHING	Global Dialogue Forum for the Promotion of the Work in Fishing Convention, 2007 (No.188), Geneva, 15-17 May 2013 Workshop on Improving Working Conditions on Board of Fishing Vessels, Turin, 14-17 October 2013, in collaboration with ITC-Turin Tripartite consultation on Forced Labour and Human Trafficking in the Fisheries Sector, Turin, 19-20 September 2012 Regional meeting on Work in Fishing: Increase Knowledge and Sharing Good Practices for the Protection of Migrant Workers, Makassar, Indonesia, 12-13 September 2013, in collaboration with ILO Triangle Project and CIDA	The work in fishing convention, 2007 (No. 188): Getting on board, 2012 (Issues paper for discussion at the Global Dialogue Forum)	FAO/ILO Guidance on addressing child labour in fisheries and aquaculture, 2013, in collaboration with IPEC and FAO
MARITIME - PORTS			Portworker development programme (PDP) implemented in more than 60 countries. A training course was organized with ITC-Turin for Chief Instructors, 19-30 March 2012 and 15-26 April 2013

SECTOR	GLOBAL AND REGIONAL SECTORAL MEETINGS	RESEARCH	TRAINING MATERIALS
MARITIME - INLAND WATERWAYS		Living and working conditions in inland navigation in Europe, 2013 (Working Paper No. 297)	
MECHANICAL AND ELECTRICAL ENGINEERING		The global impact of e-waste: Addressing the challenge, 2012, in collaboration with ILO Programme on Safety and Health and the Environment (SAFEWORK) Research on Contribution of cooperatives and other social economy organizations to decent work conditions in managing e-waste, in collaboration with COOP Research Governing labour standards in the Chinese electronics manufacturing industry: Labour market institutions and governance of global value chains, in collaboration with the Neuchâtel University	
MEDIA, CULTURE AND GRAPHICAL		The digital labour challenge: Work in the age of new media, 2012 (Working Paper No. 287)	
MINING	Sub-regional Workshop on Improving Safety and Health in Mining in Africa, Dar-es-Salaam, Tanzania, 14-16 May 2012		HIV and AIDS: Guidelines for the mining sector, 2013, in collaboration with ILOAIDS
OIL AND GAS	Global Dialogue Forum on the Future needs for Skills and Training in the Oil and Gas Industry, Geneva, 12-13 December 2012 Tripartite Sub-regional Workshop for Promoting Social Dialogue and Industrial Relations in the Oil and Gas Industry, Baku, Azerbaijan, 4-6 June 2013	Current and future skills, human resources development and safety training for contractors in the oil and gas industry, 2012 (Issues paper for discussion at the Global Dialogue Forum)	
POSTAL AND TELE- COMMUNICATION	EUROMED Postal Regional Seminars on Sustainable Development, Malta, 17-19 September 2013, in collaboration with UPU, La Poste (France), UNI-Postal and Malta Post		

SECTOR	GLOBAL AND REGIONAL SECTORAL MEETINGS	RESEARCH	TRAINING MATERIALS
PUBLIC SERVICE			Promoting collective bargaining and dispute resolution in the public service: An ILO training workbook, 2012 Manual on collective bargaining and dispute resolution in the public service, 2011, translated into Arabic, Bosnian, Greek, Macedonian, Portuguese, Russian and Serbian
TRANSPORT (INCLUDING CIVIL AVIATION, RAIL- WAYS AND ROAD TRANSPORT)	Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry, Geneva, 20-22 February 2013	Civil aviation and its changing world of work, 2012 (Issues paper for discussion at the Global Dialogue Forum) Promoting the employment of women in the transport sector: Obstacles and policy options, 2013 Transport Policy Brief 2013 - Women in the Transport Sector, 2013	Revision of the IMO/ILO/UNECE Guidelines for packing cargo transport units (1997 edition), 2013 (draft)
MULTISECTORAL	The health of workers in selected sectors of the urban economy: Challenges and perspectives, 2013 (Working Paper No. 128)	Private Employment Agencies in Morocco, 2012 (Working Paper No. 283) Responsible contracting: An approach aimed at improving social and labour practices in the property services sector, 2012 (Working Paper No. 282) Private Employment Agencies in the Netherlands, Spain and Sweden, 2013 (Working Paper No. 290) Private Employment Agencies in South Africa, 2013 (Working Paper No. 291) Law and practice of private employment agency work in South Africa, 2013 (Working Paper No. 292) ILO short-term indicators database by economic activity for 60 countries, in collaboration with STATISTICS	Training material: Improve livelihoods in key sectors of low-income settlements (Course handbook and trainer's manual), 2012

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