



FIRST ITEM ON THE AGENDA

Purpose, duration and composition of the activities to be held in 2008 and new proposals for activities in 2008–09, including proposals resulting from the groupings of sectors' advisory bodies

1. The Committee has before it a short document for information¹ that recalls the principal decisions taken at the 298th Session (March 2007) concerning new orientations for the Sectoral Activities Programme. The paper indicates that the new advisory bodies established to review and make recommendations on the content and type of sectoral activities would meet in September and October 2007, and the results presented on completion of the meetings. The present paper summarizes the principal recommendations of these advisory meetings regarding details of activities decided already in March, as well as those postponed for consideration at the present session, including proposals from the Office in the case of a few activities that were not considered by an advisory body.

A. Sectoral activities 2008–09: Purpose, duration and composition of meetings decided in March 2007

2. At its 298th Session (March 2007), the Governing Body endorsed the following main activities for 2008–09:
 - meeting of experts to adopt a revised code of practice on safety and health in agriculture;
 - tripartite meeting on promoting social dialogue and good industrial relations from oil and gas exploration and production to oil and gas distribution;
 - meetings of experts to adopt guidelines on port State responsibilities for the inspection of labour conditions on board ships;

¹ GB.300/STM/1/Inf.

- meetings of experts to adopt guidelines on flag State responsibilities under the Maritime Labour Convention, 2006; and
 - a global dialogue forum on vocational education and skills development for commerce workers.
3. The Governing Body also endorsed all of the follow-up activities proposed in the document prepared by the Office for consideration by the Committee on Sectoral and Technical Meetings and Related Issues.²
 4. At the same session, the Governing Body approved “the setting of priorities through the creation of groupings of sectors and advisory bodies, taking into account available resources. Advisory bodies, composed of constituents and supported by the Office, would review the content and types of sectoral activities in order to assist the Office in its work with the STM Committee and the Governing Body”.
 5. In accordance with these decisions, the first part of this paper contains proposals by the Office that take into account the recommendations made by the respective advisory bodies on the above activities (including focus, purpose and composition).

Meeting of experts to adopt a code of practice on safety and health in agriculture

6. The Director-General, taking into account the recommendations made at the meeting of the advisory body on agriculture,³ proposes that the meeting’s purpose be to adopt a code that should be a practical, reader-friendly text, and which should complement, but not be a substitute for, Convention No. 184 on safety and health in agriculture. Implementation within the workplace should be the central focus, and the important linkages between national policy and enterprise action should be made clear, as well as the role of the labour inspectorate. Additional subjects proposed by the advisory body will be considered for inclusion.
7. It is also proposed that eight experts of high calibre be nominated for each group, and that the meeting should last a maximum of eight working days to enable finalization of the text. The Office proposes that the meeting be held from 22–30 September 2009 in line with recommendations of the advisory body.

Tripartite meeting on promoting social dialogue and good industrial relations from oil and gas exploration and production to oil and gas distribution

8. The Director-General, taking into account the recommendations made at the meeting of the advisory body on energy and mining,⁴ proposes that the tripartite meeting should focus on recent developments, employment, industrial relations and social dialogue issues in the oil production and oil transportation sectors. Participants should identify the key elements that underpin good industrial relations, including core labour standards, collective labour

² GB.298/STM/1/1.

³ Held on 2 October 2007.

⁴ Held on 2 October 2007.

agreements and voluntary initiatives to strengthen social dialogue, as well as benefits to the industry from improvements in working conditions and measures to render the industry more attractive to qualified workers, including training and career development. The meeting would also discuss the implications of contract work in the sector. Participants would use a report prepared by the Office as a basis for discussion. The meeting could adopt conclusions that include practical guidance for strengthening social dialogue and promoting good industrial relations, among which proposals for action by governments, by employers' and workers' organizations at the international, regional and national levels, and by the ILO.

9. It is also proposed that, after consultations with the respective groups, ten Employer and ten Worker participants be invited to the meeting. Further, in line with the decision of the Governing Body in March 2007,⁵ the governments of all member States would be invited to nominate participants to attend the meeting. In addition, it is proposed that a representative of the Governing Body would be appointed to chair the meeting as in the past. The Office proposes that the meeting last four days, and be held from 11–14 May 2009, in line with recommendations of the advisory body.

Meeting of experts to adopt guidelines on port State responsibilities for the inspection of labour conditions on board ships

Meeting of experts to adopt guidelines on flag State responsibilities under the Maritime Labour Convention, 2006

10. The Director-General proposes that these two meetings,⁶ whose purpose is to adopt guidelines for the implementation of the Maritime Labour Convention, 2006, should be held, one following the other, between 15 and 26 September 2008. Further proposals as to the composition and duration of the two meetings will be made to the Committee in consultation with the constituents.

Global dialogue forum on vocational education and skills development for commerce workers

11. The Director-General, taking into account the recommendations made at the meeting of the advisory body on private sector services,⁷ proposes that the purpose of the forum would be to examine current and future employment needs in the commerce sector as a basis for designing skills development strategies and vocational education programmes for workers in the retail and wholesale industries to support their employment prospects and employability, as well as to improve business productivity and competitiveness. Following additional consultations, the Office would further develop the agenda and convene the forum in accordance with constituents' requirements and facilitate the discussions, but would not produce an in-depth report as has usually been the practice for sectoral meetings. To encourage open discussion and maximize the exchange of views, the forum should follow a workshop format, avoiding the formal negotiations approach and

⁵ GB.298/12(Rev.), para. 51.

⁶ Only one of which will be financed from the budget of the Sectoral Activities Branch.

⁷ Held on 20 September 2007.

conclusions of tripartite sectoral meetings. The principal aim of the event would be to provide a platform through which to identify points of consensus on which all parties could move forward together with ILO assistance, including at the national and regional levels.

12. It is proposed that, after consultation with their respective groups, six Employer and six Worker participants be invited to attend the forum. Other interested Employer and Worker participants could also attend at no cost to the Office. In line with the previous decision concerning sectoral meetings,⁸ the governments of all member States would be invited to nominate participants to attend the forum. The Office proposes that the forum last two days, from 24 to 25 November 2008, in line with recommendations of the advisory body.

B. Proposals for sectoral activities in 2008–09

13. At the Governing Body's 298th Session, the Committee had before it⁹ Office proposals that had been developed in consultation with the social partners, taking into account previous and current work in these sectors and perceived needs. Based on these proposals the Governing Body, on recommendation of the Committee, decided on the types and themes of activities contained in Part A of this paper. Decisions on the other proposals were deferred to the November session.
14. Recommendations to the Office for new or modified activities in relation to the deferred proposals have been made by the relevant advisory body meetings held since March 2007 concerning the groupings for manufacturing, infrastructure, construction and related industries, public services and utilities and education and research. Where the relevant advisory bodies did not discuss such activities, the original proposals tabled in March have been resubmitted to the Committee for the groupings of energy and mining and private sector services. The Office therefore proposes that the Committee examine the activities set out below as the basis for further recommendations to the Governing Body on the focus for the work of sectoral groupings in 2008–09.
15. When taking its decisions, the Committee and the Governing Body are reminded that in view of the resources allocated to the Sectoral Activities Programme, no more than ten main activities can be conducted in 2008–09.

Energy and mining

Action programme on safety and health in mining

16. Although a number of countries (including Brazil, Czech Republic, South Africa, Spain, United States and Zimbabwe) have ratified the Safety and Health in Mines Convention, 1995 (No. 176), ratifications are still low (21). In order to respond to the growing importance of mining, in particular in Africa, an action programme on improving safety and health would focus on awareness raising and capacity building of constituents in the form of workshops and encourage and assist countries in ratifying the Convention.

⁸ GB.298/12(Rev.), para. 51.

⁹ GB.298/STM/1/1.

Meeting of experts to develop a handbook on safety and health in gemstone cutting and polishing

17. The main recommendation of the Tripartite Workshop on Employment and Working Conditions in the Gemstone Cutting and Polishing Industries (November 2001) was for the ILO to develop a practical handbook on occupational safety and health in diamond and gemstone cutting and polishing directed at small and medium-sized enterprises. Once adopted by the meeting of experts, the handbook would be promoted in tripartite workshops and widely distributed, in a selected number of countries, to reach those involved in this often informal industry.

Manufacturing

Action programme on transport equipment manufacturing – The employment relationship, rights at work and social protection

18. The transport equipment manufacturing (TEM) sector is experiencing significant changes in the employment relationship with consequences for workers, employers and governments. Such changes relate to the ongoing shifts in the structure and nature of relations among and between principal employers, contractors and suppliers with respect to workers and employment practices. As a consequence of these changes, issues arise regarding rights at work and the coverage and provision of social protection for workers in the TEM sector. The ILO's Decent Work Agenda, the Employment Relationship Recommendation, 2006 (No. 198), and the resolution adopted by the 95th Session of the International Labour Conference, along with the Director-General's follow-up proposals, would provide guidance for an action programme to address the employment relationship, rights at work and social protection for the TEM sector. The action programme would focus on mechanisms of social dialogue at the national level for a few select countries to facilitate and improve rights at work and social protection across TEM production chains consistent with the Decent Work Agenda.
19. The Director-General, taking into account the recommendations made at the meeting of the advisory body on manufacturing,¹⁰ proposes that an action programme could use as a basis the report to and the outcomes of the Tripartite Meeting on Employment, Social Dialogue, Rights at Work and Industrial Relations in Transport Equipment Manufacturing.¹¹ It is proposed that it build on a national process of consultations, actions and advocacy by sector constituents and dialogue amongst social partners in the context of existing national laws, regulations and institutions.
20. Activities, such as seminars or workshops, could be organized, in consultation with the respective social partners and government representatives at the national level, in collaboration with ILO departments and the ILO field structure. They could be staggered to build on prior parts of the action programme to allow for more even utilization of resources with the aim of having activities commence in two countries in 2008 and in

¹⁰ Held on 1 October 2007.

¹¹ See *Note on the proceedings* (TMTEM/2005/9) and "Automotive industry trends affecting component suppliers" (TMTEM/2005), report for discussion, Tripartite Meeting on Employment, Social Dialogue, Rights at Work and Industrial Relations in Transport Equipment Manufacturing, Geneva, 10–12 January 2005.

another two during 2009. It is proposed that participating countries should be accepted as participants in the programme according to the following criteria: the TEM sector plays an important role for the country's economy; sectoral tripartism and social dialogue exists; the governments support the action programme; committed social partners exist as well as support structures and opportunities for successful outcomes.

Infrastructure, construction and related industries

Global dialogue forum on decent work in local government procurement for infrastructure provision

21. The Director-General, taking into account the recommendations made at the meeting of the advisory body on infrastructure, construction and related industries,¹² proposes to hold a global dialogue forum in late 2008. The forum should explore the feasibility of ensuring compliance with social requirements of contracts through contractual provisions, in such a way that owners and engineers are contractually and financially committed to comply with such requirements. The forum should propose practical methods of ensuring this compliance in a way adapted to the social and economic situation of the countries for which those methods are proposed. Emphasis should be put on feasibility and practicalities of the approach, which should aim at progress, taking into consideration that the process is long and should be incremental, with the forum being a part of such a process. The work carried out between the social partners, the Confederation of International Contractors' Associations (CICA) and the Building and Wood Workers International (BWI) on the theme could serve as a basis for the discussion. The contribution of the forum to the larger domain of public procurement could be defined during preliminary meetings to be held before the forum, perhaps focusing the meeting on the role of local authorities, considering the burgeoning importance of local governments in public procurement.
22. It is proposed that the duration, dates and composition of the forum would be decided following additional consultations between constituents. In line with a possible focus on local authorities and procurement, while local governments could be represented by central governments invited to the forum, ways to enhance their participation could also be discussed in synergy with the ILO's recent efforts to build closer relations with local governments.

Proposal for training material on occupational safety and health and project management for different actors

23. The Director-General, taking into account the recommendations made at the meeting of the advisory body, proposes that the Office prepare training materials on occupational safety and health to be used in different countries and contexts, especially in the developing world. The materials should update existing material to take account of developments in the construction industry and in teaching and learning methods, changes in attitudes to prevention, the issue of project management (in relation to OSH) and the roles of the different actors involved (i.e. clients, contractors, site managers, consultants, trade unions/workers). The emphasis should be on practical, focused and user-friendly training materials, with issues prioritized according to country- or region-specific needs.

¹² Held on 19 September 2007.

Private sector services

Global dialogue forums

24. It is proposed that shorter, more focused, smaller scale tripartite or bipartite meetings like that already proposed for commerce be held for this grouping in 2008–09. The Office would develop the agenda and convene them in accordance with advisory body recommendations and facilitate the discussions, but not produce an in-depth sectoral report. By being highly focused, these would provide additional sectoral dialogue opportunities for sectors or subsectors such as finance; property services (cleaning/security); media and entertainment; telecoms; postal; industry, business and information technology services (IBITS); graphical; and call centres; as well as professional and managerial staff; temporary employment agencies; and the gaming industry segment of the hotels, catering and tourism sector. Issues could include career development, lifelong learning, mobility and gender equity. A *Note on the proceedings* and conclusions could be published if appropriate. If progress made in the forums allows, it would be proposed that a large tripartite meeting be held in 2010–11.

Regional meetings on promoting social dialogue in a changing media environment (regions could include South Asia, South-East Asia, Latin America, Europe or sub-Saharan Africa)

25. One or two of these meetings could examine the dramatically changing nature of the information economy and the new landscape for industrial relations in the media and entertainment industries. Owing to the creation of new types of employment relationships, structures for social dialogue are often no longer efficient or have ceased to function. This can lead to deteriorating relations between employers and workers, low morale in the workplace and falling standards. The regional meetings proposed would examine the regional conditions for industrial relations and consider measures needed to strengthen social dialogue. Measures could include the development of principles and guidelines for creating effective social dialogue and partnerships in media and entertainment in order to improve confidence, innovation and creativity and thus contribute to raising standards and the development of high-quality media products.

Public services and utilities

Action programme on strengthening utilities

26. The utilities of water and electricity are fundamental for the development of modern societies and are a prerequisite for effective poverty eradication and to meeting many of the other Millennium Development Goals. Many developing countries are not yet able to provide equitable, reliable, universal access to water, sanitation and electricity. Management and staff capacity to respond to changing needs and to address reform rapidly and effectively can be strengthened through improved social dialogue. The sectoral action programme would follow on from the Tripartite Meeting on Challenges and Opportunities in the Public Utilities (2003) through capacity building to strengthen social dialogue mechanisms at the enterprise level in selected developing and transition countries. The overall aim of the action programme would be to assist governments and the social partners in developing joint strategies and actions to extend and improve the efficiency of these fundamental services.

27. Taking into account the recommendations made at the meeting of the advisory body on public services and utilities,¹³ the Director-General proposes that the Office select two or three countries from different regions upon further consultations with governments, employers' and workers' representatives. Countries would be selected on the basis of tripartite commitment to engage in the activities throughout the programme's duration.

Additional follow-up activity on public services

28. In relation to public services, taking into consideration the recommendations by the advisory body, it is proposed that the Office continue with activities in the public services and public administration. Flexibility in the use of resources could be exercised so as to allocate from the overall budget available for the public services and utilities sectors a similar amount to that foreseen in 2006–07 for the follow-up of action programmes in order to fund continued activities in the public services action programme. Collaboration with the DIALOGUE branch and the field structure would be pursued and strengthened to create synergies and assist in cost sharing.

Education and research

Human resource “tool kit of good practices” and training programme

29. Taking into account the recommendations made at the advisory body on education and research,¹⁴ which considered five proposals from the Office, including the proposal tabled at the March 2007 meeting of the Committee, the Director-General proposes a programme of work to develop a human resource tool kit and training programme concerning teaching personnel at all levels of education. The programme would be designed to develop a set of comprehensive human resource development (HRD) tools based on international standards and recommendations (the 1966 and 1997 Recommendations on teachers), findings and recommendations of the Joint ILO/UNESCO Committee of Experts on teaching personnel (CEART), international labour standards, sectoral meeting conclusions, ILO decent work principles and technical experience, and good practices in a wide range of member States. The programme should encompass important issues highlighted in the other proposals considered by the advisory body meeting, notably teacher salaries. The draft tool kit should also be shared with constituents in a consultative process, among which national steering group structures established under the 2004–07 action programme where appropriate, or equivalent social dialogue mechanisms. Prior to completion of the programme, the advisory body should advise on the convening, composition, duration and dates of a tripartite validation workshop whose purpose would be to offer final guidance on tool kit elements and a training programme.
30. Based on the recommendations of the advisory body meeting, the Office further proposes to complete the global report on teacher shortages originally foreseen under the education action programme in early 2008 and, on request, to provide continued technical assistance to those countries which have participated in the programme.

¹³ Held on 11 October 2007.

¹⁴ Held on 18 October 2007.

31. *The Committee may wish to recommend to the Governing Body that it endorse:*

- (a) the purpose, composition, duration and dates of the meetings on agriculture, oil and gas, maritime and the global dialogue forum on commerce as proposed in Part A;*
- (b) the activities contained in Part B recommended by advisory bodies for groups of sectors concerning the groupings: manufacturing; infrastructure, construction and related industries; public services and utilities; and education and research; and*
- (c) additional proposals by the Office concerning the groupings energy and mining and private sector services, subject to the limitation of ten main activities to be conducted in 2008–09 in view of the resources allocated to the Sectoral Activities Programme.*

Geneva, 29 October 2007.

Point for decision: Paragraph 31.