



Governing Body

323rd Session, Geneva, 12–27 March 2015

GB.323/POL/4

Policy Development Section
Social Dialogue Segment

POL

Date: 16 February 2015

Original: English

FOURTH ITEM ON THE AGENDA

Sectoral and technical meetings in 2014 and proposals for sectoral work in 2016–17

Purpose of the document

The Governing Body is invited to take note of the outcomes of three meetings held in the second part of 2014 and endorse the proposals made in relation to sectoral meetings for 2016–17 developed through a participative consultative process with tripartite constituents and other ILO units (draft decision in paragraph 27).

Relevant strategic objective: To strengthen tripartism and social dialogue (Outcome 13: Decent work in economic sectors).

Policy implications: The Guidelines on maritime occupational safety and health would become part of ILO guidance on this matter.

Legal implications: None.

Financial implications: If adopted, corresponding allocations will have to be made within the Programme and Budget for 2016–17.

Follow-up action required: The Office will be required to deliver the programme of meetings, if adopted.

Author unit: Sectoral Policies Department (SECTOR).

Related documents: GB.323/PFA/1.

Introduction

1. Section I of this paper presents an overview of the outcomes of sectoral meetings held during the second half of 2014.
2. Section II presents a proposed programme of global sectoral meetings, global dialogue forums and meetings of experts, as well as preparatory work for possible future global meetings for the biennium 2016–17. The proposed sectoral programme reflects the recommendations made to the Office by the sectoral advisory bodies¹ that met from 6 to 10 October 2014.
3. This paper further presents an overview of categories of recurrent sectoral work to be implemented in addition to the recommended sectoral meetings and forums, in line with the policy outcomes of the draft transitional strategic plan for 2016–17.

I. Sectoral meetings held in the second half of 2014

A. Global Dialogue Forum on Wages and Working Hours in the Textiles, Clothing, Leather and Footwear Industries (23–25 September 2014)

4. In accordance with the decisions of the Governing Body at its 317th Session (March 2013),² and 319th Session (October 2013),³ the Global Dialogue Forum on Wages and Working Hours in the Textiles, Clothing, Leather and Footwear Industries was held at the International Labour Office in Geneva from 23 to 25 September 2014.
5. The Chairperson was Ms Hoffmann (Germany). The Government group coordinator was Mr Duan (China). The Employers' group coordinator was Ms D'Amico and the Workers' group coordinator was Ms Kemperle.
6. The Forum was attended by 123 participants, including 59 Government representatives and advisers from 36 member States, 38 Worker and ten Employer participants, and nine observers from intergovernmental organizations (IGOs) and international non-governmental organizations (NGOs).
7. The Forum discussed ways to address wages and working hours in the textiles, clothing, leather and footwear industries, taking into account national contexts and related

¹ Sectoral advisory bodies were established in 2007 to facilitate consultation with constituents in order to provide greater opportunity for constituents to ensure that their suggestions and concerns are reflected in the proposals put forward by the Office in setting priorities for sectoral work. They are comprised of the governmental regional coordinators, the coordinators of the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC), and representatives of relevant Global Union federations and IOE sectoral partners (see GB.298/12(Rev.), para. 40).

² GB.317/POL/5; GB.317/PV, para. 399.

³ GB.319/POL/4; GB.319/PV, para. 429.

international labour standards, with a view to adopting points of consensus that would inform future policy development.

8. The points of consensus reached by the Forum, including recommendations for future action by the ILO and its Members, are included in the final report of the discussion.⁴

B. Meeting of Experts on Maritime Occupational Safety and Health (13–17 October 2014)

9. In accordance with the decisions of the Governing Body at its 317th Session (March 2013),⁵ and 319th Session (October 2013),⁶ the Meeting of Experts to adopt Guidelines on maritime occupational safety and health was held from 13 to 17 October 2014 at the International Labour Office in Geneva.
10. The Chairperson was Ms Medina (United States); the Government Vice-Chairperson was Ms Carlton (United Kingdom); the Shipowner Vice-Chairperson was Mr Springett; and the Seafarer Vice-Chairpersons were Mr Sande and Mr Caron.
11. The Meeting was attended by 102 participants, six Government experts accompanied by four advisers, six Shipowner experts accompanied by two advisers, and six Seafarer experts accompanied by six advisers. There were 63 observer experts from interested governments and nine observers from IGOs and NGOs.
12. The Meeting reviewed and adopted Guidelines on maritime occupational safety and health. These *Guidelines for implementing the occupational safety and health provisions of the Maritime Labour Convention, 2006*⁷ (MLC, 2006), would serve to provide supplementary practical information to flag States to be reflected in their national laws and other measures to implement Regulation 4.3 and the related Code of the MLC, 2006, as well as other relevant provisions under Regulations 3.1 and 1.1.⁸

C. Global Dialogue Forum on the Adaptability of Companies to Deal with Fluctuating Demands and the Incidence of Temporary and Other Forms of Employment in Electronics (9–11 December 2014)

13. In accordance with the decisions of the Governing Body at its 317th Session (March 2013),⁹ and 320th Session (March 2014),¹⁰ the Global Dialogue Forum on the

⁴ GDFTCLI/2014/9.

⁵ GB.317/POL/5; GB.317/PV, para. 399.

⁶ GB.319/POL/4; GB.319/PV, para 429.

⁷ MEMOSH/2014/6.

⁸ Report of the meeting: MEMOSH/2014/8.

⁹ GB.317/POL/5; GB.317/PV, para. 399.

¹⁰ GB.320/POL/5; GB.320/PV, para 465.

Adaptability of Companies to Deal with Fluctuating Demands and the Incidence of Temporary and Other Forms of Employment in Electronics was held at the International Labour Office in Geneva from 9 to 11 December 2014.

14. The purpose of the Forum was for tripartite participants to assess the reasons for companies to choose temporary and other forms of employment, as well as the impact of these forms of employment on the enterprise and the workers.
15. The Chairperson of the Forum was Mr Sun (United States). The Government group coordinator was Mr Jarzewski (Poland). The Employers' and Workers' group coordinators were Mr Grayson and Mr Yagi, respectively.
16. The Forum was attended by 49 participants, including 28 Government representatives and advisers from 18 member States, seven Employer and ten Worker participants, and four observers from IGOs and INGOs.
17. The points of consensus reached by the Forum, including recommendations for future action by the ILO and its Members, are included in the final report of the discussion.¹¹

II. Sectoral policies: Proposals for 2016–17

A. The sectoral approach to decent work

Challenges and opportunities

18. The ILO's sectoral approach to decent work cuts across the entire Decent Work Agenda with its four pillars – employment, rights at work, social protection and social dialogue. Sector-specific work is pursued by fostering collaborative work throughout the Office to bring out the interrelated, inseparable, and mutually supportive character of the four pillars as identified by the 2008 ILO Declaration on Social Justice for a Fair Globalization (Social Justice Declaration). The ILO promotes decent work in specific economic and social sectors¹² by providing support to tripartite constituents so that they can address their needs and challenges at the global, regional and national levels.
19. In recent years, globalization, technological changes and the rapidly changing character of production, work organization and employment within global supply chains have had a profound impact on how sectors and industries function. The slow and uneven recovery from the global jobs crisis has generated an increased interest in applying policies and strategies at the sectoral level to promote decent work and productive employment. The sectoral approach to decent work supports new forms of social dialogue and innovative interventions following these rapid changes in the world of work.

¹¹ GDFACE/2014/9.

¹² The Office addresses needs and challenges in 22 different sectors, divided into eight groupings: (i) agriculture, food and forestry; (ii) education and research; (iii) energy and mining; (iv) infrastructure, construction and related sectors; (v) manufacturing; (vi) private services sectors; (vii) public service, utilities and health; and (viii) maritime and transport.

Means of action

20. The sector-specific approach to decent work is promoted through the following means of action:
- consensus-building among tripartite constituents on sector-specific policies and practices through global tripartite meetings and forums;
 - capacity and institutional development for tripartite constituents through technical advice, training and promotional activities including on the ratification and effective implementation of sectoral Conventions and Recommendations, supplemented by codes of practice, guidelines and tools;
 - development and dissemination of knowledge on labour and social trends at sectoral and industry levels;
 - fostering and leveraging policy coherence through strategic partnerships with other United Nations agencies and multilateral organizations.

B. Proposed global sectoral meetings 2016–17

21. The Office promotes social dialogue among Government, Employer and Worker representatives for the adoption of conclusions, points of consensus or codes of practice and guidelines on key and emerging issues in selected sectors.
22. Based on the recommendations of the sectoral advisory bodies, the Office proposes to hold global sectoral meetings and global dialogue forums in 2016 and 2017 for the following eight sectors/groupings: agriculture and food; mining; transport equipment manufacturing; hotels, tourism and catering; health services; maritime (fishing); maritime (ports); and a cross-sectoral meeting on teleworking in the private services sectors. In addition a sitting of the Joint Maritime Commission's Subcommittee on Wages of Seafarers will be convened to update the minimum basic wage figure for able seafarers.
23. Preparatory work for future meetings is proposed for the following sectors: education; basic metal production; media, culture and graphical; and public service. The list of proposed sectoral meetings and forums is reflected in Appendix I. In response to the request made at the 322nd Session (October–November 2014) of the Governing Body, information on budgetary consequences of moving global sectoral meetings to regional offices is provided in Appendix II.

C. Recurrent and statutory sectoral work 2016–17

24. In addition to the proposed programme of sectoral meetings and forums, recurrent sectoral work will be undertaken in line with the draft transitional strategic plan and the Programme and Budget for 2016–17. The focus of the work will be on the promotion of ratification and effective implementation of sectoral conventions and recommendations¹³ as well of sectoral codes of practice and guidelines¹⁴ and training materials.¹⁵
25. Emerging trends and challenges that affect selected sectors, industries and services around the world will be analysed. Findings are expected to inform policy-making and future programme development in the respective sectors. Recurrent sectoral work further includes the implementation of International Labour Conference and Governing Body decisions and resolutions, as well as conclusions and points of consensus adopted by sectoral meetings and forums and substantive contributions to the policy outcomes of the draft transitional strategic plan, including the promotion of decent work in the rural economy.
26. An important element of the ILO's recurrent sectoral work is the promotion of policy coherence and leveraging support for decent work through strategic partnerships within the United Nations system, including with the Food and Agriculture Organization of the United Nations; the International Maritime Organization; the United Nations Educational, Scientific and Cultural Organization; UN-Water; and other international organizations and institutions, including the World Bank and regional development banks, and the G20.

Draft decision

27. The Governing Body:

- (a) *takes note of the final reports of the meetings referred to in section I;*
- (b) *authorizes the Director-General to publish the Guidelines for implementing the occupational safety and health provisions of the Maritime Labour Convention, 2006;*
- (c) *requests the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the two global dialogue forums; and*
- (d) *endorses the proposed programme of global sectoral meetings, global dialogue forums and meetings of experts as well as preparatory work for possible future global meetings for 2016–17 contained in Appendix I of GB.323/POL/4, subject to approval by the 104th Session of the International Labour Conference in June 2015 of the corresponding allocations in the Programme and Budget for 2016–17.*

¹³ <http://www.ilo.org/sector/Resources/sectoral-standards/lang--en/index.htm>.

¹⁴ <http://www.ilo.org/sector/Resources/codes-of-practice-and-guidelines/lang--en/index.htm>.

¹⁵ <http://www.ilo.org/sector/Resources/training-materials/lang--en/index.htm>.

Appendix I

Recommendations by the sectoral advisory bodies for global sectoral meetings for 2016–17¹ and preparatory work for possible future meetings

Sectors	Proposals
Agriculture, food and forestry	
Agriculture and Food	A Meeting of Experts to adopt a draft tool on decent work for the promotion of sustainable livelihoods targeting agro-food sectors. The tool will build capacity of constituents to work on decent work issues at the national level and will inform ILO input in the UN Secretary-General's High-Level Task Force on Global Food Security and other UN agencies working on sustainable agriculture and food security discussion (GB prior decision – GB.317/POL/5, paragraph 18, as amended).
Education and research	
Education	A study on employment terms and conditions, professional rights and social dialogue mechanisms, including collective bargaining and collegial governance in tertiary education (VET, higher education and research). The study will pay particular attention to the status of young teachers, academic staff, researchers and education support personnel. The study could serve as the basis for decisions on possible future action, including as preparatory work for a future Global Dialogue Forum on employment terms and conditions of personnel in tertiary education.
Energy and mining	
Mining	A Meeting of Experts to adopt a draft revised code of practice on safety and health in opencast mines (GB prior decision – GB.317/POL/5, paragraph 18, as amended).
Manufacturing	
Basic metal production	An overview of social dialogue in multinational iron and steel companies focusing on the challenges encountered and solutions found to the challenges of cross-border, company-internal social dialogue based on case studies. It could serve as preparatory work for a future Global Dialogue Forum.
Transport equipment manufacturing	A Meeting of Experts to adopt a code of practice on safety and health in shipbuilding and ship repair (GB prior decision – GB.317/POL/5, paragraph 18, as amended).

¹ The sectoral advisory bodies agreed upon ten global meetings out of which eight have been recommended to the Governing Body for its consideration and adoption. The two global meetings which have not been proposed to the Governing Body are a Global Dialogue Forum on social dialogue, industrial relations and working conditions in the private security services industries and a Global Dialogue Forum on decent work in forestry. Following the decision of the Governing Body at its 322nd Session (GB.322/INS/5(Add.2), para. 1, as amended) to hold a three-day tripartite meeting in February 2015, the Officers of the Governing Body decided that the Meeting of Experts to Adopt Flag State Guidelines for the Implementation of the Work in Fishing Convention, 2007 (No. 188), originally scheduled at this time, will now take place in September 2015. Consequently, the Tripartite Sectoral Meeting on Occupational Safety and Health and Skills in the Oil and Gas Industry Operating in Polar and Subarctic Climate Zones of the Northern Hemisphere has been postponed to 2016.

Sectors	Proposals
Private services	
Hotels; Catering; tourism	A Meeting of Experts to adopt draft guidelines on decent work and socially responsible tourism.
Media; culture; graphical*	Collection and analysis of employment data with a view to better describing and understanding the concrete problems faced by governments, employers and workers in the application of international labour standards due to the nature of employment relationships in the sector. The study could serve as the basis for decisions on possible future action, including a future meeting of experts with a view to adopting a code of practice or guidelines.
Cross-sectoral for services sectors	A Global Dialogue Forum on the challenges and opportunities of teleworking for workers and employers in the ICTS and financial services sectors.
Public services, utilities and health	
Health services	A tripartite sectoral meeting in health services to address the challenges and opportunities for decent work in health services, with a focus on employment and working conditions.
Public service	Revision of the Guidelines on social dialogue in public emergency services in a changing environment (2003). The revised guidelines would be submitted to a future meeting of experts.
Maritime and transport	
Maritime (shipping) **	The Joint Maritime Commission (JMC) Subcommittee on Wages of Seafarers in 2016 to update the minimum basic wage figure for able seafarers.
Maritime (fisheries)	A tripartite sectoral meeting on issues relating to migrant fishers as part of the follow-up to the Resolution concerning the promotion of welfare for fishers adopted at the 96th Session (2007) of the International Labour Conference.
Maritime (ports)	A Meeting of Experts to adopt a draft revised code of practice on safety and health in ports (GB prior decision – GB.317/POL/5, paragraph 18, as amended).

* The 21st Ordinary Session of the Intergovernmental Committee of the Rome Convention for the promotion of further ratifications, issues related to the ILO/UNESCO/WIPO International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961) and WIPO's Beijing Treaty on Audiovisual Performances (2012) could be held in Geneva in the biennium 2016–17.

** Technical support will be provided to the next session of the Special Tripartite Committee of the Maritime Labour Convention, 2006.

Appendix II

Possible budgetary implications resulting from holding a global sectoral meeting or forum outside ILO headquarters

1. Global sectoral meetings and forums under the sectoral programme are typically held at ILO headquarters. The 322nd Session of the Governing Body (November 2014) requested the Office to consider the consequences of holding global sectoral meetings and forums in the various ILO regions. This appendix presents relevant information pertaining to that request.
2. An analysis of geographical distribution of participants to global sectoral meetings and forums in 2014 was undertaken which resulted in the following breakdown:

Region	Number of participants
Africa	122
Americas	81
Arab States	17
Asia and the Pacific	89
Europe and central Asia	181

3. In addition, 36 Europe-based participants representing various IGOs and NGOs were present, as well as one participant from an NGO based in the Americas. Compared against the number of member States per region, this breakdown reveals a fairly equal geographical distribution of participants who attended global sectoral meetings and forums in 2014. Savings on travel costs are therefore unlikely to be attainable.
4. Hosting meetings outside Geneva could generate savings in daily subsistence allowance (DSA) payments since the DSA rate for Geneva (US\$395 as at 15 January 2015) is higher than DSA rates for Addis Ababa,¹ Bangkok,² Beirut³ and Lima.⁴ On the basis of the typical composition of sectoral meetings and forums,⁵ DSA savings could be attainable for 24 participants for meetings of experts; 20 for sectoral tripartite meetings; and 12 for Global Dialogue Forums.
5. In 2014, the largest global sectoral meeting was the Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service (127 participants) and the second largest was the Global Dialogue Forum on Wages and Working Hours in the Textiles, Clothing, Leather and Footwear Industries (122 participants). The smallest meeting had 49 participants. The average number of participants per meeting was 98.
6. Facilities in ILO regional offices in general terms do not comprise an adequate number of meeting rooms (minimum of three to allow for group meetings) of sufficient size and with

¹ US\$207.

² US\$219.

³ US\$268.

⁴ US\$227.

⁵ See table 1 in GB.312/POL/5.

the technical equipment and interpretation facilities required.⁶ For this reason, suitable conference facilities would need to be identified and rented, including enough office space for the secretariat (including experts, précis-writers, report writers, translators and administrative staff). A Global Dialogue Forum requires approximately 20 members of staff and a meeting of experts requires approximately 25.

7. To date, the Office has only had one prior experience with a global sectoral meeting being held outside ILO headquarters which was the High-level Tripartite Working Group on Maritime Labour Standards, held in Nantes in 2004. This meeting greatly benefited from generous contributions from the French Ministry of Transport, the region of the Pays de la Loire, the Department of Loire-Atlantique and the City of Nantes. Significant host country contributions have also been made to support a number of ILO Regional Meetings.
8. Even if the Office could rely on host country contributions such as the provision of a meeting venue and infrastructure, there would still be additional costs including:
 - exploratory mission(s) to assess logistical requirements;
 - missions for approximately ten members of staff to the respective venue for the duration of the meeting (plus a day for preparations);
 - contracts and training for locally recruited note-takers (this work is typically carried out by staff at headquarters, often as part of training for Conference committees); and
 - printing and transport of printed documents to the venue by outside contractors.
9. Furthermore, members of staff of the regional and local offices would need to be assigned well in advance of the meeting to provide assistance to participants to obtain visas, and to provide answers to practical and logistical questions (such as travel and accommodation), as well as to assist with secretarial and administrative services during the meeting, including handling DSA payments.
10. Whereas it should be possible to find French and Spanish translators that are sufficiently familiar with ILO technical terms in the ILO regions, interpretation costs might increase in comparison with Geneva-based meetings, as interpretation into certain languages (such as Arabic, German, Russian and Chinese) could require the hiring of Geneva-based interpreters (for whom travel and DSA costs would need to be covered).

⁶ In 2014, interpretation in a maximum of six languages was provided; on average five were provided in global sectoral meetings and forums (including for all three groups simultaneously during group meetings).