



## Governing Body

310th Session, Geneva, March 2011

GB.310/STM/1

Committee on Sectoral and Technical Meetings and Related Issues

**STM**

**FOR DECISION**

FIRST ITEM ON THE AGENDA

## Sectoral Activities Programme: Proposals for 2012–13

### Overview

#### Issues covered

This paper contains the Office's proposals for the Sectoral Activities Programme for 2012–13. The proposals have been developed through a participative consultative process with tripartite constituents and ILO units. The proposals aim at strengthening the sectoral approach of the ILO, as defined in the Strategic Policy Framework 2010–15, and are guided by resolutions of the International Labour Conference; outcomes of the recurrent discussions of the ILO Declaration on Social Justice for a Fair Globalization; decisions of the Governing Body and guidance from the Committee on Sectoral and Technical Meetings and Related Issues (STM); recommendations and/or conclusions of international tripartite sectoral meetings, meetings of experts and global dialogue forums.

#### Policy implications

The approval of the proposed Sectoral Activities Programme will mandate the Office in its sectoral work in the 2012–13 biennium.

#### Financial implications

If adopted, corresponding allocations will have to be made within the budget allocated to the 2012–13 Sectoral Activities Programme and those of other units.

#### Decision required

Paragraph 57.

#### References to other Governing Body documents and ILO instruments

GB.310/STM/3/4; GB.304/PFA/2(Rev.); GB.309/12/2.

ILO Declaration on Social Justice for a Fair Globalization.

Global Jobs Pact.



## Introduction

1. After a consultation process carried out with the social partners through the advisory bodies and other ILO units, the Office is proposing the following Sectoral Activities Programme to be developed in 2012–13 under eight groups of sectors.<sup>1</sup> Based on an analysis of the main trends and challenges of each sector, the Programme comprises new activities to be developed during the biennium by the Office, in collaboration between the Department of Sectoral Activities (SECTOR), other units and field offices.
2. The proposals have been developed in line with ILO-wide policy documents and frameworks in order to contribute to:
  - (a) the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008, through strengthening tripartism and policy coherence, in particular through in-house cooperation with other ILO departments and international organizations;
  - (b) the implementation of the Global Jobs Pact, by providing assistance to constituents for strengthening their efforts in tackling the financial and economic crisis while pursuing economic, social and environmental sustainability at sectoral level;
  - (c) the application of the Gender Equality and Mainstreaming Policy and respective plan of action, as a way to ensure the implementation of the resolution concerning gender equality at the heart of decent work at sectoral level; and
  - (d) the strengthening of the Decent Work Country Programmes (DWCPs) through an alignment of the results to be achieved in selected sectors at national level with their priorities.

## The ILO's sectoral approach

3. The Programme proposal aims at fostering the application of a sector-specific approach in the ILO's work. The sectoral approach, which is intrinsically integrated, cross-cutting and dynamic, allows the Office to respond comprehensively to specific sectors' needs in real time.
4. In preparing the Sectoral Activities Programme for 2012–13, the proposals have been formulated in accordance with the priorities established in the ILO's Strategic Policy Framework 2010–15<sup>2</sup> and the proposed Programme and Budget 2012–13, which is being submitted to the Governing Body at this session. In this regard, the proposals are expected to contribute to achieving the following outcomes by the end of 2013:
  - sectoral standards, codes of practice or guidelines are implemented by member States through the ratification of a sectoral Convention and/or the adoption of a law or regulation that applies the main provisions of a sectoral standard, sector-specific code of practice or guideline;

<sup>1</sup> The eight groups are: (i) agriculture, food and forestry; (ii) education and research; (iii) energy and mining; (iv) infrastructure, construction and related industries; (v) manufacturing; (vi) private sector services; (vii) public services, utilities and health services; and (viii) transport.

<sup>2</sup> See Strategic Policy Framework 2010–15: Making decent work happen, at [http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_102572.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_102572.pdf); GB.304/PFA/2(Rev.).

- significant action for a specific sector to advance the Decent Work Agenda is taken by member States through putting in place a national, regional or local policy or plan of action, with adequate funding, to implement recommendations or conclusions of ILO sectoral meetings.
5. In 2012–13, the Sectoral Activities Programme will continue to focus on strengthening the application of the Decent Work Agenda at sectoral level. In this regard, it will promote social dialogue in targeted industries and services by: (i) building consensus among sectoral stakeholders at global, regional, national and local levels on selected and emerging sectoral issues; and (ii) following up the conclusions and recommendations of sectoral meetings. The Programme will continue to promote the ratification and effective implementation of sectoral standards and the continued development and promotion of sector-specific codes of practice, guidelines and toolkits, since wider use of these tools by the social partners is instrumental to advancing the Decent Work Agenda in sectors. Finally, it will further the integration of sectoral work into DWCPs by promoting a sectoral focus at country level. Where appropriate, the work will target sectors with high potential for job creation or where jobs have been lost, and where tangible improvements can be achieved in the context of employability, working conditions and social dialogue.
6. The following means of action will be used to implement the Sectoral Activities Programme in 2012–13:
- (a) implementation of sector-specific international labour standards and instruments, through: (i) promoting the ratification and implementation of Conventions and Recommendations; and (ii) promoting the development and application of sectoral tools (codes of practice, guidelines and toolkits);
  - (b) consensus building among constituents on selected key issues, through international tripartite meetings, global dialogue forums and meetings of experts;
  - (c) knowledge development and sharing, through the production and dissemination of research, studies and working papers at international and national levels;
  - (d) capacity development of national constituents, through the execution of action programmes, technical cooperation projects, national workshops and other activities, in line with the established DWCP outcomes;
  - (e) further policy coherence at global level, through policy and programme partnership with other UN agencies and multilateral organizations on key sectoral issues.

## **Agriculture, food and forestry**

7. Structural changes in global food production systems resulting from the global financial and food price crises, as well as new and emerging areas of work for the ILO, such as the promotion of rural employment for poverty reduction and the Green Jobs Initiative, call for a realignment of the Office's priorities in 2012–13 in these sectors. The emerging areas of work are also an opportunity to realign the activities related to agriculture and forestry, as indicated below.

## Promotion of the code of practice on safety and health in agriculture

8. With more than a third of the world's labour force employed in the sector, agriculture is the second greatest source of employment worldwide after services. Since occupational safety and health (OSH) continues to be a challenge in the sector, a tripartite meeting of experts adopted the ILO code of practice on safety and health in agriculture in October 2010<sup>3</sup> (the code is submitted to the Committee at this session with a request to the Governing Body to approve its publication).<sup>4</sup>
9. In order to increase the application of the code, the Office suggests that promotional activities be undertaken in 2012–13. These activities, to be developed in joint collaboration between SECTOR, the ILO Programme on Safety and Health at Work and the Environment (Safework) and the Employment Sector, will be oriented towards the effective implementation of the code by tripartite constituents at global, regional and national levels and will support the efforts to promote rural employment for poverty reduction. They may include:
  - (i) the production and dissemination of training and informative materials;
  - (ii) training at workplace/enterprise level in selected countries; and
  - (iii) other activities to assist the application of the code in small and medium-sized enterprises.

## Capacity development on food security

10. Commodity prices and food production inputs have fallen since the unexpected peak in 2008. Nonetheless, market prices remain volatile and while a similar food price shock may not be expected in coming years, a sharp rise in energy prices and further volatility in the stock market could again impact negatively on the food industry. In this context, the Office proposes to strengthen the institutional capacity of national constituents through workshops in four selected countries (Benin, Burkina Faso, Kenya and the United Republic of Tanzania), in accordance with the ILO's commitment to collaborate with the UN High Level Task Force on the Global Food Security Crisis.

## Capacity development on decent work in forestry

11. In September 2008, the United Nations Environment Programme, the ILO and other agencies reported that the potential for green job creation could be considered as "good" for the activities of reforestation and afforestation, as "good/excellent" for agro-forestry and as "excellent" for sustainable forestry management, but that investment in training is essential for scaling up opportunities for green jobs in forestry. On the other hand, forestry in general and logging in particular are among the most hazardous occupations in almost all countries. Forestry work is also beset by serious health problems related to high physical workloads, exposure to climatic extremes, noise and vibration.

<sup>3</sup> Information on the code can be found at: <http://www.ilo.org/public/english/dialogue/sector/techmeet/mesha10/index.htm>.

<sup>4</sup> GB.310/STM/2/1.

12. Taking into account this broad scenario, the Office proposes to hold at least two tripartite national activities in two different regions, focusing on the role of decent work in forestry and on the promotion of long-term sustainability of the industry, in order to recommend actions to be taken at country level by the tripartite constituents.

## **Education and research**

### **Global Dialogue Forum on conditions of personnel in early childhood education**

13. A Global Dialogue Forum on conditions of personnel in early childhood education will be convened in 2013 to address issues identified in the international study (to be undertaken in 2011 and updated as needed in 2012) on the employment and working environment in early childhood education.

### **Promotion of the Toolkit of good human resource practices for the teaching profession**

14. Following the adoption of the ILO Toolkit of good human resource practices for the teaching profession in 2010 and a pilot workshop planned in 2011, the Office proposes to hold two subregional workshops, one in 2012 and one in 2013, to pursue the work on dissemination and use of the toolkit.

### **Knowledge development and sharing on vocational education and training**

15. In September 2010, the Global Dialogue Forum on Vocational Education and Training adopted some consensus points. As a follow-up, the Office proposes that the following research should be carried out jointly by SECTOR and the Skills and Employability Department:
  - (a) collection and dissemination of statistics and information on skills development and needs;
  - (b) good practices on technical and vocational education and training (TVET); and
  - (c) capacity building as part of international collaboration, with a focus as far as possible on the relationship between the education sector and emerging and important sectors.

### **Knowledge development to assist the Joint ILO/UNESCO Committee of Experts (CEART)**

16. In preparation for the 11th Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), which is envisaged to be hosted by the ILO in 2012, it is proposed that high-priority studies be prepared jointly with UNESCO.

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## Energy and mining

### Action Programme on Improving Safety and Health in Mining

17. Given the continuously high number of fatal accidents in the mining sector throughout the world, the Office proposes to develop action programmes for improving safety and health in mining in at least three selected countries. They will be designed based on national analyses identifying key issues for achieving improvements at national and enterprise levels. Participating countries will be identified in consultation with constituents, taking into account priorities of the DWCPs and the OSH situation of the national mining industry.

### Assessment of labour implications of new technologies to reduce the carbon footprint

18. It is proposed that a short assessment of labour implications of new technologies to reduce the carbon footprint be prepared that would provide an overview of existing technologies (including carbon capture and storage) and outline possible future need for action in relation to labour issues in coalmining resulting from these technologies (such as OSH implications and resulting skills needs). This paper would be presented to the Committee on Sectoral and Technical Meetings and Related Issues for discussion.

### Global Dialogue Forum on the future needs for skills and training in the oil and gas industry

19. The oil and gas industry is confronting serious demographic challenges because of lack of skilled workers. A large number of experienced workers will retire from the industry in the next few years while fewer young highly educated workers will be entering the industry. The industry therefore needs to fill substantial shortages of skilled workers in order to maintain sustainable growth. Training is also essential for safety operations of the oil and gas facilities.
20. Considering the Conclusions of the Tripartite Meeting on Promoting Social Dialogue and Good Industrial Relations from Oil and Gas Exploration and Production to Oil and Gas Distribution (May 2009), which highlighted that “operators should have the overall responsibility for the occupational safety and health in their operations including contractors and subcontractors. Contractors and subcontractors should comply with the overall safety management systems of the operators”, a Global Dialogue Forum on the future needs for skills and training in the oil and gas industry is proposed to be held. The Forum will aim at assessing the current skills and workforce structure and future needs for skills and vocational education and training (VET), as well as effective safety training for contractors and subcontractors in order to create more decent employment across the industry.

## **Infrastructure, construction and related industries**

21. These industries face a number of challenges, such as a high level of health problems and accidents. Collective bargaining has been undermined by the trend to outsourcing and casualization of labour. Further challenges include high levels of informalization, a lack of social security and accident insurance in various countries, and limited provisions for training, for both workers and enterprises.

### **Promotion of the training package *Construction OS&H***

22. Considering that construction remains one of the most hazardous sectors of the economy, the Office has recently produced a comprehensive OSH training package.<sup>5</sup> The material was designed specifically for the four main groups of participants in the industry: clients, design and project management teams, construction companies (“contractors”) and workers; it is also useful to other groups such as government inspectors and company OSH officers. In the present biennium, SECTOR is implementing a pilot course in the United Republic of Tanzania and is also translating the package into Spanish. Based on the efforts being made by the ILO and its constituents, the Office proposes to carry out at least one training course per region (Asia, Africa, and Latin America and the Caribbean) in 2012–13 to expand the use of the package in other countries.

### **Capacity development in the construction sector**

23. One subregional meeting focusing on the countries of the East African Community is proposed to discuss an integrated approach to social dialogue, national sector policy development and capacity building. The meeting will bring together public-sector and private-sector clients, contractors, industry professionals, labour inspectors and trade unions to discuss the main challenges of the sector and build up joint proposals for promoting decent work in the construction industry.

## **Manufacturing**

### **Study on future skills needs in basic metal production**

24. Recognizing the continued pressure on basic metal production from climate change discussions and very vocal calls for the industry to change production processes in ways that would reduce its carbon footprint, the Office proposes to carry out a study on future skills needs in basic metal production, in close coordination between SECTOR and the Skills and Employability Department.

<sup>5</sup> The training package *Construction OS&H* is freely available at <http://www.ilo.org/public/english/dialogue/sector/sectors/constr/download/overview.pdf>.



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## **Global Dialogue Forum on initiatives to promote decent and productive work in the chemical industry**

25. A Global Dialogue Forum is proposed to discuss initiatives to promote decent and productive work in the chemical industry. This Forum would examine initiatives to promote social dialogue for improving the performance of the chemical and pharmaceutical industries, in particular of small and medium-sized enterprises.
26. Taking on board the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), the discussion may assess how corporate social responsibility initiatives and relations with the emerging voluntary initiatives could be promoted at global and national levels in the chemical and pharmaceutical industries.

## **Capacity development on social dialogue in mechanical and electrical engineering**

27. Building on the conclusions of the Tripartite Meeting on the Production of Electronic Components for the IT Industries (April 2007) (in particularly paragraphs 6 and 9) and the experiences from currently ongoing work in Indonesia and Viet Nam, sectoral work in the electronics industry is proposed to be continued and possibly expanded to other countries, in consultation with the social partners and in cooperation with the Better Work Programme.

## **Capacity development on OSH in mechanical and electrical engineering**

28. Since the amount of electronic equipment becoming obsolete is skyrocketing, so that its disposal and recycling has become a major industry in many countries (especially in Asia and Africa) and as employment in e-waste recycling is mostly informal and hazardous work, it is proposed that activities be developed in selected countries to promote safer recycling of electronic products and protect the health of workers involved in it. The activities, to be linked to the ILO Green Jobs Initiative, may include: identification of where and under what conditions electronics recycling is carried out and highlighting best practices; improvement of access to health and safety information and equipment for all stakeholders; promotion of social dialogue in the electronics recycling industry; and promotion of the move from informal to formal employment.

## **Action Programme on Improving Competitiveness of the Textiles and Clothing Sector through Decent Work**

29. In order to contribute to a fair globalization in this sector, in recent years the ILO has implemented in selected countries (Egypt, Morocco, Philippines, Romania, Sri Lanka, Tunisia), an integrated Action Programme on Improving the Competitiveness of the Textiles and Clothing Sector through Decent Work. The main objective of the Programme has been to elaborate, with the support of national tripartite steering committees, a sectoral socio-economic strategy that secures the sustainability of enterprises through increased competitiveness, facilitates social dialogue and improves working conditions.

30. The Office proposes to carry out follow-up activities to the Action Programme in selected countries, in collaboration with the Better Work Programme, and to develop action-oriented research on best practices resulting from the implementation of the Action Programme.

### **Assessment of ways to reinforce occupational safety and health in the shipbuilding industry**

31. The Office proposes to carry out an assessment on how to reinforce occupational safety and health in the shipbuilding industry. Shipbuilding was booming during the years preceding the economic crisis. The boom led to deteriorating working conditions, as witnessed by an increase of accidents.

## **Transport**

### **Promotion of the Maritime Labour Convention, 2006 (MLC, 2006)**

32. Efforts to promote the MLC, 2006 will continue to be carried out in collaboration between SECTOR and the International Labour Standards Department (NORMES) through the implementation of the action plan. It is proposed that work particularly focus on the development of MLC, 2006 training materials aimed specifically at shipowners and seafarers, respectively. The development of guidelines on the training of ships' cooks would be another priority. In addition, it is proposed that a study be undertaken to assess the current working conditions in the inland waterways sector and to determine what elements might be applicable from the MLC, 2006 to the sector.

### **Promotion of the Work in Fishing Convention, 2007 (No. 188)**

33. As a follow-up of the International Labour Conference resolution in 2007,<sup>6</sup> the Office proposes to convene a Global Dialogue Forum for the promotion of the Work in Fishing Convention, 2007 (No. 188), as part of the implementation of the Action Plan (2011–16), approved by the 309th Session of Governing Body (November 2010)<sup>7</sup> to improve conditions of work of fishers through widespread ratification and effective implementation of Convention No. 188.
34. To assist selected countries in the implementation of Convention No. 188, capacity-building activities are proposed that would use the *ILO Handbook for improving living and working conditions on board fishing vessels* and the *Training manual on the implementation of the Work in Fishing Convention, 2007 (No. 188)*, recently published.

<sup>6</sup> Resolution concerning promotion of the ratification of the Work in Fishing Convention, 2007 (No. 188), International Labour Conference, 96th Session, Geneva, 2007.

<sup>7</sup> See GB.309/12/2(Rev.), para. 33.

## **Capacity development in ports**

35. To promote the use of the ILO Guidelines on training in the port sector to be adopted by the Meeting of Experts in November 2011, it is proposed that these be promoted, in particular through building capacity at national level for their wide use.
36. On the basis of the findings of a study due to be completed by the end of 2010, it is proposed that the expansion of the ILO Portworker Development Programme to cover training for the portworkers in bulk terminals be carried out.

## **Promotion of the tools for the railways sector**

37. In order to enhance social dialogue in the railways sector at international level and to further improve rail safety, the development of a practical guidance manual is proposed.

## **Promotion of the application of IMO/ILO/UNECE Guidelines for packing cargo transport units**

38. In order to ensure their relevance, the Office proposes that the ILO revise the IMO/ILO/UNECE Guidelines for packing of cargo transport units (1997 edition) in collaboration with IMO and UNECE. Further details on the modalities, in particular the creation of a joint IMO/ILO/UNECE working group, are contained in GB.310/STM/3/4, which is also submitted to this Committee at this session.

## **Global Dialogue Forum on the effects of the global economic crisis on the civil aviation industry**

39. It is proposed that a Global Dialogue Forum be held that will discuss the effects of the economic crisis in the civil aviation industry, in order to reach a common understanding of the difficulties the industry has undergone due to the structural change, and a better understanding of the effects of the low-cost carrier model on the industry as a whole, as well as consensus on a common approach that could contribute to a more sustainable industry.

## **Study on the working conditions of women in the transport sector**

40. It is proposed to carry out a study assessing the working conditions of women in the transport sector and attempting to identify how to improve their working environment.

## **Private-sector services**

### **Study on employment relationships and their impact on decent work in the media, culture, graphical and telecommunications services sectors**

41. It is proposed that a comparative research study (taking into account the Employment Relationship Recommendation, 2006 (No. 198)) be carried out on employment relationships and on their impact on decent work in the media, culture, graphical and

telecommunications services sectors, aimed at improving working conditions and social dialogue in these two sectors. This study could serve as a basis for a possible Global Dialogue Forum on this issue.

42. This proposal focuses on industries relying on a diminishing core of long-term employees and on a growing proportion of contingent workers employed part time, temporarily or on a project-by-project basis, with a prevalence of freelance, self-employment and other employment arrangements.

### **Capacity development on skills in the postal services**

43. A subregional social dialogue seminar on skills development in postal services in Eastern Europe (non-EU countries) and Central Asia is proposed in order to continue the social dialogue seminar series in different regions that the ILO and the Universal Postal Union have undertaken since 2000. Skills development in these countries' postal services is crucial in the context of their adapting to rapid technological developments, restructuring, deregulation, the impact of the financial and economic crisis, and competition from new operators.

### **Research on the impact of the implementation of the Private Employment Agencies Convention, 1997 (No. 181)**

44. It is proposed that research on the impact of the implementation of the Private Employment Agencies Convention, 1997 (No. 181) in countries having ratified the Convention (with a focus on non-EU countries) be carried out, and that findings be compared with conditions in countries not having ratified the Convention (prioritizing countries with a rapid development of the private employment agencies (PrEAs) market, and countries such as Egypt, France and the Philippines), taking into account the framework for operation of PrEAs; employment conditions (employment contracts, use of PrEAs, and replacement of direct and permanent positions by agency workers); and treatment as regards benefits such as pay, sickness and pensions. The research proposed could serve as a basis for a possible Global Dialogue Forum on this issue.
45. This proposal is intended to encourage continuing efforts to promote the ratification of Convention No. 181 and of its implementation, focusing on the role played by social partners (national or sectoral) to define the regulatory framework in which PrEAs operate.

### **Research on the hotels, catering and tourism sector**

46. In line with the discussions held at the Global Dialogue Forum on hotels, catering and tourism in November 2010<sup>8</sup> and requests for follow-up to the Global Jobs Pact, the Office proposes to collect statistics, compile information on best practices, monitor and analyse trends in employment, working conditions, wages, business activities and ownership in the sector, at the regional as well as the global levels, and especially on small and medium-sized enterprises.

<sup>8</sup> Global Dialogue Forum on New Developments and Challenges in the Hospitality and Tourism Sector and their impact on Employment, Human Resources Development and Industrial Relations, Geneva, 23–24 November 2010.

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## Finance

47. Based on the outcomes of the Global Dialogue Forum on the Impact of the Financial Crisis on Finance Sector Workers and in line with the Global Jobs Pact, it is proposed that an assessment be carried out of selected countries' policies that implement recommendations of the Pact in relation to workers' skill development, upgrading and reskilling in the context of job losses specific to the finance sector. To assist member States in implementing such policies, national and/or subregional events would be considered.

## Public services, utilities and health services

### Promotion of the Labour Relations (Public Service) Convention, 1978 (No. 151)

48. In order to support the priorities defined in four DWCPs regarding the Labour Relations (Public Service) Convention, 1978 (No. 151), it is proposed that specific activities, such as workshops and technical support, be developed to promote the ratification of the Convention and provide targeted assistance to its effective implementation in line with the needs and priorities defined in these Programmes in coordination between SECTOR, the Industrial and Employment Relations Department (DIALOGUE) and the International Labour Standards Department (NORMES).

### Capacity development in public administration reform processes

49. Activities would be developed to promote social dialogue in the reform processes in public administration pension systems in Liberia, the Dominican Republic and another country in Asia, in the framework of the DWCPs.

### Action Programme on Strengthening Social Dialogue in the Utilities Sector

50. Follow-up activities to the Action Programme on Strengthening Social Dialogue in the Utilities Sector, focusing on water utilities to, inter alia, foster water operator partnerships, are proposed to be developed in Peru and the Philippines.
51. Based on ongoing social dialogue initiatives, support would be provided to the development of social dialogue in utility sector reforms in the sub-Saharan region.

### Research on skill-building in renewable energies

52. Activities would be developed to follow up on research by the European Commission on skill-building for harnessing renewable energies, including the EU-funded Desertec Project, as a way of implementing the Global Jobs Pact in selected countries.

### **Promotion of the ILO–WHO–UNAIDS guidelines on improving health workers’ access to HIV and TB prevention, treatment, care and support services**

53. To follow up on the approval by the Governing Body at its 309th Session, the Office proposes to work in selected countries on the implementation of the new ILO–WHO–UNAIDS guidelines on improving health workers’ access to HIV and TB prevention, treatment, care and support services, in collaboration with the World Health Organization (WHO) and UNAIDS. Implementation would focus on country-based strategies to develop and to pilot workplace tools based on the guidelines.

### **Promotion of the ILO–WHO Global Framework for National Occupational Health Programmes for Health Workers**

54. The Office proposes to provide assistance to selected countries, in collaboration with WHO, in country efforts to incorporate the new Global Framework for National Occupational Health Programmes for Health Workers in national labour and health plans through tripartite social dialogue. Implementation would focus on encouraging a tripartite approach on the working conditions of health service workers during the process of renegotiating national plans.

### **Action Programme on the International Migration of Health Service Workers**

55. The Office proposes to follow up the Action Programme on the International Migration of Health Service Workers in Kenya, taking into account the DWCP priorities in that country.

### **Other activities**

56. Subject to the availability of resources and further discussion and consultation, the Office proposes to consider undertaking the following additional activities:

#### **Capacity development through:**

- (a) development of tools for the promotion of the ILO/IMO Guidelines on fair treatment of seafarers in the event of a maritime accident;
- (b) development of a tool to enable a better assessment of the safety and health of fishers at sea;
- (c) holding of workshops and/or development of tools to disseminate the findings of the research on the employment impact of outsourcing in the utilities sector;
- (d) implementation of the Health-WISE methodology to improve working conditions for health workers in health facilities in selected countries with a focus on defining strategic plans for the implementation of Health-WISE based on available resources and resource mobilization plans in cooperation with social partners and members of the joint ILO/WHO tripartite experts’ working party;
- (e) revision or update of the ILO code of practice on safety and health in ports (adopted in 2003);

**Research on:**

- (f) the changing conditions of teaching staff in higher education;
- (g) the various categories of educational support and non-teaching staff through a mapping exercise collecting basic statistics and identifying the kinds of employment relations practised in different countries;
- (h) employment relationships in property services;
- (i) working conditions and social dialogue in the catering sector, followed by a meeting to be determined to present the findings and discuss areas of mutual interest for future work in the sector;
- (j) the extent of private agency employment within hotels, and specifically the area of housekeeping, and the impact of these employment relationships on employment conditions and social dialogue, followed by a workshop to determine next steps;
- (k) gender issues within hotels, catering and tourism industries across countries and regions;
- (l) the role of tourism-related foreign direct investment and its impact on wider employment and corporate social responsibility issues;
- (m) the role of international framework agreements in the hotels, catering and tourism sector;
- (n) the likely long-term impact of demographic, attitudinal and behavioural changes on employment, corporate practices and corporate social responsibility in tourism;
- (o) migrant fishers (developed jointly by SECTOR and the International Migration Programme (MIGRANT));
- (p) employment and social dialogue along the global automotive supply chain, taking into account other in-house research;
- (q) tobacco regulations and their effect on employment in the tobacco sector;

**Other items of work:**

- (r) a Global Dialogue Forum on global food production;
- (s) the 21st Session of the Intergovernmental Committee on the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961);<sup>9</sup>
- (t) activities to address the need for humanitarian assistance with regard to piracy, and identification of appropriate support mechanisms for seafarers;

<sup>9</sup> It was decided that the Office will have the responsibility for hosting the secretariat and the next Session of the Intergovernmental Committee, but that discussions would be required between the ILO, UNESCO and WIPO at least nine months in advance regarding the date, agenda and organization of such a session – possibly in 2012–13. See *Report on the 20th Ordinary Session of the Intergovernmental Committee on the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961)*, 7–9 September 2009 at [http://www.wipo.int/meetings/en/doc\\_details.jsp?doc\\_id=129818](http://www.wipo.int/meetings/en/doc_details.jsp?doc_id=129818).

- (u) an overview of initiatives and studies developed by other international organizations and other regulatory bodies in evaluating the potential impact of nanomaterials on safety and health at workplaces in the chemical industry.

**57. *The Committee may wish to recommend to the Governing Body to:***

- (a) endorse the proposed programme of sectoral activities subject to decisions to be taken by the Conference on the Programme and Budget 2012-13; and***
- (b) instruct the Office to encourage the governments of all member States to participate in Tripartite Sectoral Meetings in 2012–13.***

Geneva, 8 February 2011

*Point for decision:* Paragraph 57