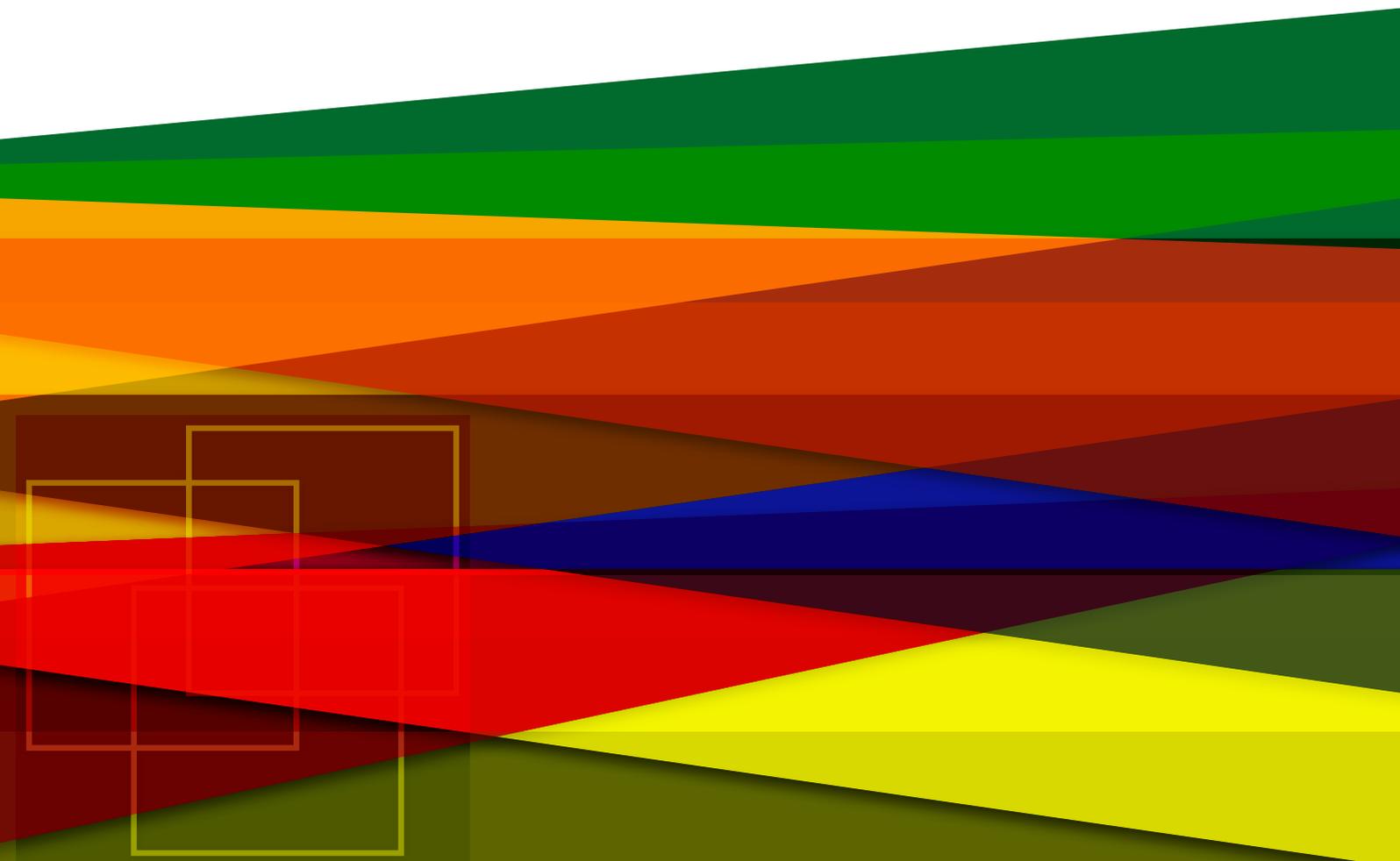


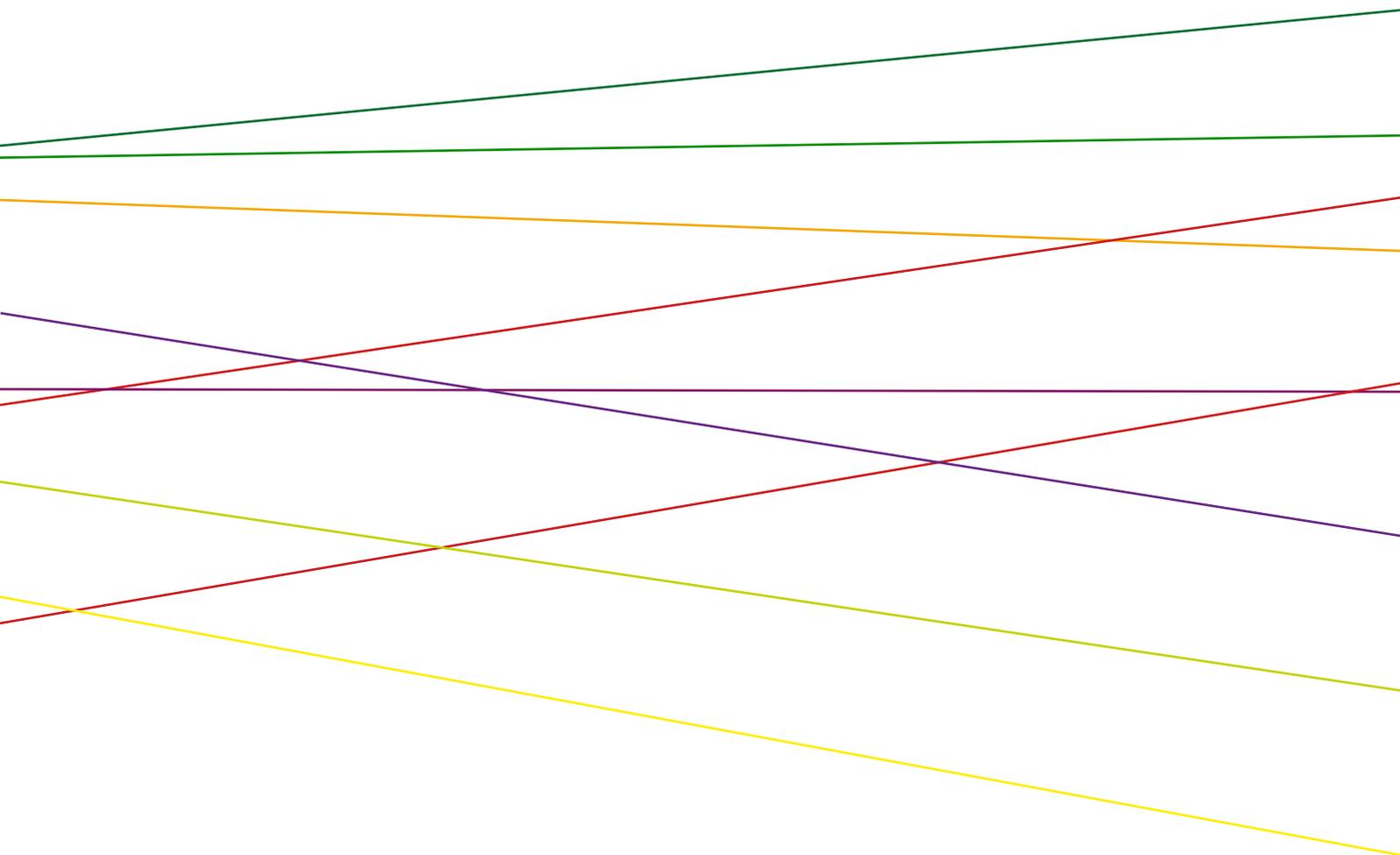


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Sectoral Policies Department Highlights 2014-15



Sectoral Policies Department Highlights 2014-15



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Introduction

The Sectoral Policies Department (SECTOR) provides support to ILO constituents in addressing employment and labour issues in specific economic and social sectors at the global, regional and national levels.

The Department's programme cuts across the entire Decent Work Agenda. It includes: the promotion of ratification and effective implementation of international labour standards; the development and dissemination of knowledge and information relating to industry-specific economic and employment trends through action-oriented research; the promotion of social dialogue for consensus building on sector-specific policies and practices, including through tripartite meetings; the implementation of technical cooperation projects and capacity building programmes for the constituents; and the promotion of policy coherence on key sectoral issues through strategic partnerships with other United Nations agencies and with multilateral organizations.

In addition, SECTOR has led the implementation of an Office-wide initiative on promoting decent work in the rural economy, one of the ILO's eight areas of critical importance in 2014-15, which was adopted as a Programme and Budget Outcome for the 2016-17 biennium. It has also been responsible for the 2016 International Labour Conference discussion on decent work in global supply chains.

Sectoral programmes are guided by a set of international labour standards and tools, as well as the principle of gender equality

and non-discrimination. Social dialogue is a key vehicle for delivering SECTOR's work. Globalization, technological change and rapidly evolving production systems, work organization and employment relationships within global supply chains have had a profound impact on how sectors and industries function. The slow and uneven jobs recovery from the 2008 global economic and financial crisis has also generated increased interest in sectoral policies and strategies that more effectively promote decent work and productive employment. These changes in the world of work have encouraged the development of innovative interventions and new forms of social dialogue.

This brochure presents an overview of the results of SECTOR's work in the past biennium. It is organized around the four means of action employed by the Department – consensus building; knowledge development and sharing; capacity development and technical cooperation, and policy coherence and partnerships – and includes a section on the results of the work carried out under the area of critical importance on the rural economy. Although the sections below detail only a fraction of the accomplishments of the sectoral policies programme, they exemplify its results and the kind of work that could be built on and expanded to address current and emerging issues across sectors at all levels.

Alette van Leur
Director, Sectoral Policies Department

The background is a solid purple color. In the lower half, there are several thin, white, slightly curved lines that cross each other, creating a sense of movement and depth. The text is positioned in the bottom right area of the page.

Consensus
Building among Governments,
Employers and Workers



2

From its first sectoral meetings in 1927 until the present, tripartite global meetings¹ have contributed to strengthening social dialogue at sectoral level. These meetings, organized by the Sectoral Policies Department (SECTOR) provide a forum for social dialogue between government, employer and worker representatives on key and emerging issues in selected sectors. The outcomes of these meetings - conclusions, resolutions or points of consensus - contribute to the development of national policies and programmes, and offer guidance to constituents. Following Meetings of Experts, tripartite consensus may lead to the adoption of tools such as codes of practice or guidelines.

Delegates bring first-hand experience and deep knowledge of their sectors to these meetings and have also the opportunity to improve their own capacity to deal with challenges in the world of work. The outcomes of the meetings are submitted to the ILO Governing Body for its endorsement for the Office to follow-up on the recommendations made by the tripartite constituents.

In the 2014-2015 biennium, SECTOR organized ten global meetings, a session of the Joint ILO/UNESCO Committee of Experts, a session of Subcommittee on Wages of Seafarers of the Joint Maritime Commission and four regional and sub-regional workshops. To inform each of these meetings, SECTOR's specialists prepared reports, issues papers and draft guidelines, based on up-to-date information and recent research.

¹ Sectoral Tripartite Meetings, Global Dialogue Forums and Meeting of Experts.

1. Consensus Building among Governments, Employers and Workers

Subcommittee on Wages of Seafarers of the Joint Maritime Commission

This bi-partite subcommittee is a long-standing, unique meeting at the ILO. Representatives of seafarers and shipowners meet every two years to discuss the basic wage figure for able seafarers, as referred to in the Maritime Labour Convention, 2006 (MLC, 2006), though the wage figure itself dates back more than 50 years. Changes in the wage figure have a direct impact on worldwide negotiations on seafarers' wages.

During negotiations held between 26-27 February 2014, the subcommittee agreed that the ILO minimum monthly basic wage would increase from US\$585 to US\$592 by 1 January 2015; and further rise to US\$614 as of 1 January 2016.

Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service

The Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service was held from 2-3 April 2014. The ILO Governing Body called for this meeting because the sector had undergone significant changes as a result of the 2008 global financial and economic crisis.

The Forum addressed the challenges facing the public service and highlighted the role of social dialogue and collective bargaining even in times of crisis. Although many member States have been using social dialogue to address their public service issues and to institute reforms, the ILO was requested to adopt an integrated action programme on the promotion of social dialogue and collective bargaining for this sector.

The Labour Relations (Public Service) Convention, 1978 (C. 151)

The Labour Relations (Public Service) Convention, 1978 (No. 151) is an important ILO instrument for the public service sector. It establishes a comprehensive framework and an integrated approach to labour relations in the public service and related dispute settlement procedures.

In the past biennium, this Convention has had its most successful ratification rate since 1982, with three ratifications. SECTOR provided advice to two countries: FYROM (Macedonia) and Bosnia and Herzegovina and actively promoted the ratification of the Convention in Brazil, Dominican Republic, Malawi, the Philippines and Serbia.

Global Dialogue Forum on Employment Relationships in the Media and Culture Sector

With every passing year and the development of new technology, global audiences have increasing access to information and entertainment channels. Even though the media and culture sectors are developing rapidly to meet this demand, much of the workforce is self-employed or hired as freelancers. As a result, many workers face a series of employment challenges, such as temporary contracts with weak protection and job cuts in the publicly funded media and entertainment industries. Because this sector depends on individual talent and creativity, it faces unique challenges such as addressing the intellectual property rights of artists, royalty payments and copyright piracy.

During the Global Dialogue Forum, held from 14-15 May 2014, tripartite participants agreed that more global labour statistics as well as a better understanding of different types of employment relationships in the sector are required. Furthermore, governments were encouraged to promote a sound and enabling business environment while also applying intellectual property laws.

Global Dialogue Forum on Wages and Working Hours in the Textiles, Clothing, Leather and Footwear Industries

Employment creation in the textiles, clothing, leather and footwear (TCLF) sector is growing in many developing countries. Often these new jobs are labour-intensive and occupied especially by women, youth and low-skilled workers. At the same time, the sector faces challenges in working conditions, including wages and working hours. Tragedies, such as the collapse of the Rana Plaza in Bangladesh, called attention for the need to adopt urgent and immediate actions to secure better and safer working conditions in the sector.

Against this background, tripartite representative from governments, employers' and workers' organizations gathered from 23-25 September 2014 to discuss and agree on breakthrough recommendations regarding wages and working hours in the industry. In the Forum's outcome, participants set follow up actions for the ILO: to continue promoting the ratification and implementation of international labour standards relevant to the TCLF sector; to promote social dialogue, including collective bargaining; to provide technical assistance and capacity development to member States; to assist in the collection of regular data on the sector; and, to undertake research and a comparative analysis at the global level, map good practices and share knowledge. Some of the recommendations for governments include: ensuring workplace compliance through labour inspections systems, assisting social partners, promoting social dialogue and procuring from compliant TCLF factories. Finally, participants encouraged employers' and workers' organizations to engage in and promote effective social dialogue and urge for sourcing and subcontracting practices that enhance compliance. It is expected that the conclusions reached during the Forum will contribute to the global efforts to promote decent work in the industry.

Meeting of Experts on Maritime Occupational Safety and Health

A ship is a seafarer's workspace, home, and community while at sea. Shipowners need to establish a culture of safety with high standards for occupational safety and health on board a ship. Exposure to excessive noise and vibrations, biological hazards and ergonomic design of the ship and its equipment are just some of the considerations that were addressed at the Meeting of Experts held in Geneva from 13-17 October 2014.

Following the discussion, the Guidelines for implementing the occupational safety and health provisions of the Maritime Labour Convention, 2006, prepared by the Office, were reviewed and adopted by independent experts nominated by governments, shipowners, and seafarers. Also present were observers and advisers from 42 additional governments, intergovernmental organizations and international non-governmental organizations.

“We are very pleased with the outcome ... We believe in promoting compliance with the MLC and the new guidelines that we have agreed [on] will make an effective contribution...”

Tim Springett, Vice-Chair Employers' Group

“There will be many challenges to implement occupational safety and health in the maritime sector. The guidelines should provide assistance.”

Patric Caron, Executive Vice-President of the Seafarers' International Union of Canada

“The final document provides flexibility without compromising on standards of occupational safety and health to protect seafarers, and will be a useful resource.”

Julie Carlton, Head of Seafarer Safety and Health Branch at the United Kingdom Maritime and Coastguard Agency

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

Tripartite constituents gathered in Geneva from 9-11 December 2014, and after three days of discussion, adopted a set of Points of Consensus. It was agreed that one of the most important challenges facing this sector is how to adapt to fluctuating demands. One way to respond to short product cycles and fast-changing consumer demands is to integrate better buyer-supplier coordination; an alternative is to improve demand-forecasting mechanisms.

Given the high incidence of temporary and other forms of employment in this sector, several measures to promote decent work and to contribute to a more sustainable industry were agreed upon. To address challenges presented by temporary and other forms of employment in this sector, some alternative options were proposed. The first is to annualize hours, so that employees might work more hours during certain periods and be compensated for reduced hours and time off during other periods. The second is multiskilling: training workers in multiple disciplines so they can perform a larger variety of tasks. This solution would allow production to take place with a smaller workforce and without creating bottlenecks.

12th Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART)

Meeting in Paris on 20-24 April 2015, the ILO/UNESCO Joint Committee of Experts examined a number of urgent issues affecting teaching personnel. These included the quality of teaching and lifelong professional development in higher education, the professionalization of

early childhood education personnel, changing employment relationships in teaching, trends in teacher's appraisal, the impact of digital technologies and social dialogue.

A communiqué to the World Education Forum in Incheon, Republic of Korea (May 2015) was adopted by the Joint Committee. The communiqué, entitled "Empowering Teachers: Teaching in the post-2015 education agenda" calls for the central role of teachers and their organizations to be recognized in Sustainable Development Goal 4 on Education; urges that strategies be devised to provide appropriate incentives, clear career paths and professional development to maintain a professional teacher corps; and recommends the establishment of policies and strategies to protect teachers from violence, including in areas of armed conflict. Language from the communiqué was reflected in the Incheon Declaration on Education 2030, which called for the empowerment of teachers.

"We will ensure that teachers and educators are empowered, adequately recruited, well-trained, professionally qualified, motivated and supported within well-resourced, efficient and effectively governed systems."

Incheon Declaration (2015): Education 2030:
Towards inclusive and equitable quality education and lifelong learning for all.

Global Dialogue Forum on Employment Relationships in Retail Commerce: Impact on Decent Work and Competitiveness

Retail commerce is an entry point into the world of work for many young people and women. At the same time, new technological innovations – such as online commerce – and new forms of competition have greatly changed the sector. In fact, few industries have

experienced such profound change in their waged employment: highly varied and non-standard forms of employment are becoming common practice, wages are below average and there is a high labour turnover.

In response to these and other questions raised at the Global Dialogue Forum from 22-23 April 2015, tripartite constituents were encouraged to engage in social dialogue that ensures equitable treatment for all. One recommendation to governments is that they engage partners in defining non-standard forms of employment. At the same time, the ILO was encouraged to research and compare good practices on subjects such as the diversification of employment relationships, small- and medium-enterprises and large retailers, and e-commerce and digitization.

Meeting of Experts to Adopt Flag State Guidelines for the Implementation of the Work in Fishing Convention

In many countries, there is a lack of clear national laws, regulations and other measures protecting living and working conditions on board fishing vessels. The Work in Fishing Convention, 2007 (No. 188) was developed with the objective of filling this gap by ensuring that fishers have decent working conditions including minimum requirements for work, conditions of service, accommodation and food, and occupational safety and health protection. To ensure these minimum standards, States must exercise their authority over fishing vessels that fly their flag. This requires establishing a system of compliance that includes inspections, reporting, monitoring, complaint procedures, appropriate penalties and corrective measures.

With these factors in mind, and in keeping with an International Labour Conference resolution that addressed this matter, the ILO convened the Meeting of Experts to consider and adopt

flag State guidelines for the implementation of Convention No. 188. The Meeting, held from 21-25 September 2015, was composed of experts from employers' and workers' groups and government experts from Argentina, Brazil, Thailand, Morocco, Namibia, Norway, South Africa and Spain. Other participants included observer governments, international governmental organizations and international non-governmental organizations. The draft Guidelines prepared by the Office drew upon recent experiences of several member States and were further improved upon by the experts.

The Guidelines on flag State inspection of working and living conditions on board fishing vessels adopted by the meeting will be immediately used to improve labour conditions in the sector.

Global Dialogue Forum on Good Practices and Challenges in Promoting Decent Work in Construction and Infrastructure Projects

On 19-20 November 2015, during a Global Dialogue Forum in Geneva, tripartite constituents discussed the opportunities and challenges of the industry and adopted points of consensus to inform future policies in countries.

The construction sector has a recognized potential to create jobs, while at the same time it must invest in education and training to meet the skills gap. Participants at the meeting agreed that it was important to focus on decent wages and working conditions, extend social protection coverage and improve occupational safety and health (OSH). Even non-standard forms of employment (NSFE) to the industry's growth are required, appropriate regulatory frameworks and effective social dialogue are still needed.

Ratification and effective implementation of international labour standards, in particular the fundamental principles and rights at work,

must be promoted and upheld. Tripartite agreements, innovative social dialogue mechanisms and the inclusion of labour clauses in public procurement could contribute to promote decent work. Constituents called upon the Office to undertake research, map good practices and share knowledge on issues such as employment creation, migration, OSH and NSFE as well as to continue to engage with international organizations and development partners to promote decent work in the sector.

Tripartite Sectoral Meeting on Safety and Health in the Road Transport Sector

Road transport operations transcend national boundaries and play a fundamental role in linking supply chains and enhancing personal mobility. From 12-16 October 2015, constituents discussed safety and health issues for road transport workers. Discussion items included the evolution of the employment relationship; the most pressing issues, as well as solutions, for occupational safety and health concerns; and shared best practices for social dialogue. The outcomes of the Meeting included conclusions and two resolutions.

Participants at the meeting found that in the last two decades, even as the sector has increased efficiency and job demand, it has also experienced a destabilized playing field and endured fragmented industry composition. Workers have been facing decreased job security. In addition, pressure from supply chain entities have shown to be an underlying cause of transport workers adopting riskier and unsafe driving practices.

The Resolution "Transporting Tomorrow" invites governments to promote a level-playing field between the taxi industry and "ride-sharing" platforms. The Resolution on best practices in road transport calls upon the ILO to conduct research on driver remuneration models to promote safe and fair driver wages.

Global Dialogue Forum on Employment Relationships in Telecommunications Services and in the Call Centre Industry

Telecommunications and call centres are indispensable in today's globalized, highly connected and technology-driven knowledge economy. Around the world, businesses and jobs have expanded exponentially over the last two decades, but this sector is also confronted with weaknesses in social dialogue, collective bargaining and restrictions on freedom of association, related mainly to growth in non-standard forms of employment (NSFE). ILO constituents met at a Global Dialogue Forum from 27-28 October 2015 to address these and other challenges.

The Forum stressed the need for business adaptability and sustainability to go hand-in-hand with decent and productive work; to uphold and promote fundamental principles and rights at work and ratified international labour standards; and, to address challenges such as unfair labour practices. It also emphasized the promotion of equitable treatment for all workers, irrespective of their employment status; and called for mapping, assessing and disseminating of information on good practices.

REGIONAL MEETINGS

Regional Workshop on Improving Safety and Health in Mining for Selected Asian Countries

Good occupational safety and health is fundamental for achieving decent work in mining. Its continuous improvement is central to creating and maintaining a sustainable mining industry. These two positions were affirmed by participants at a regional workshop for Asian countries in Jakarta from 16-18 December 2014. Tripartite delegations were

invited from Australia, China, India, Indonesia, Mongolia, Myanmar and Vietnam. Observers were also invited from the International Council on Mining and Metals (ICMM) and IndustriALL.

Following from this workshop – the fourth in a series that has included countries in Asia, Latin America and Sub-Saharan Africa in past biennia – participants agreed on a list of priorities to improve OSH in mining in the Asian region, including: to continue the creation of advocacy programs that emphasize the principle of prevention; to provide training and re-training to miners; to heighten the use and training of OSH management systems; to expand and develop technologies that improve the safety and health of miners; to improve outreach to small-scale miners; and, to continue international collaboration and knowledge exchange on good practices in OSH in mining.

In addition to this regional workshop, the ILO held a national workshop on improving OSH in Indonesia. Participants recommended that the ILO facilitate a process towards the ratification of Convention on Safety and Health in Mines, 1995 (No. 176) which would include all constituents.

Sub-Regional Workshop on Good Human Resource Practices in the Teaching Profession in East Africa

At this sub-regional workshop in Nairobi from 9-11 March 2015, tripartite participants from Kenya, Rwanda, Uganda and the United Republic of Tanzania compared their experiences of the teaching profession while also learning more about international principles, standards and guidelines on human resources in education. The workshop underlined that teachers and their unions should be involved in the formulation of education policy. Effective teachers create effective economies: developing youth's

skills contributes to youth employment, entrepreneurship and leadership.

The tailor-made recommendations that came out of the meeting tackled the particular challenges faced by each country; however, in all four cases, it was recommended to develop social dialogue. In both Kenya and Rwanda, a clearer definition for career progression was a common priority, while questions of improving teachers' welfare – for instance providing medical coverage or housing – were recommended in Kenya and Uganda.

This workshop followed from two sectoral tools for the teaching profession that were adopted in the 2012-13 biennium: "Good Human Resource Practices in the Teaching Profession" (2012) and "ILO Policy Guidelines on the Promotion of Decent Work for Childhood Education Personnel" (2013).

Regional Workshop on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries in Latin America

The chemical industry plays a prominent role in the manufacturing industries of Latin America and Caribbean (LAC) region. It is estimated that world chemical sales in 2013 were valued at around €3,156 billion, of which 4.6 per cent, or €144 billion, was generated by the Latin American chemical industry. In fact, Argentina, Brazil, Chile and Mexico were counted among the top 30 major chemical producing countries in 2013. Despite a small downturn in 2013, large-scale mergers and acquisitions activities in Latin America have been increasing in recent years.

From 15-16 July 2015, a workshop in Lima, Peru focused on how social dialogue could be used by the sector as it undergoes structural changes and mergers and acquisitions. Delegates reported on national experiences

of economic developments and employment trends, wages and working conditions in the sector and how social dialogue is being used to promote good industrial relations. Participants also discussed how skills development and human resource practices could attract skilled workers, including women and youth, to the pharmaceutical industries.

This workshop was organized following a recommendation to the ILO by the 2013 Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry to establish tripartite regional working groups so they can exchange best practices. It also respond to a request made to the ILO at the 18th ILO American Regional Meeting in 2014, to promote the exchange of information on good practices in generating youth employment and to promote effective social dialogue.

Tripartite Workshop to Promote Social Dialogue on Financial Services Reforms in Selected Asia and Pacific Countries

To date, the Asia and Pacific region has emerged relatively unscathed from the global financial and economic crisis, most likely because of the lessons learned from the 1997-1998 Asian Financial Crisis. Nevertheless, there is concern that negative effects of the crisis from trading partners could bring a delayed impact to regional economies. With these matters in mind, delegations representing seven countries met in Jakarta from 5-6 August 2015 to discuss social dialogue on financial services reforms.

By the workshop's conclusion, it was decided that social partners should put contingency strategies and mechanisms in place to anticipate, prevent or mitigate the social, economic and employment consequences of potential crises. There was consensus that social dialogue's critical role in crisis response

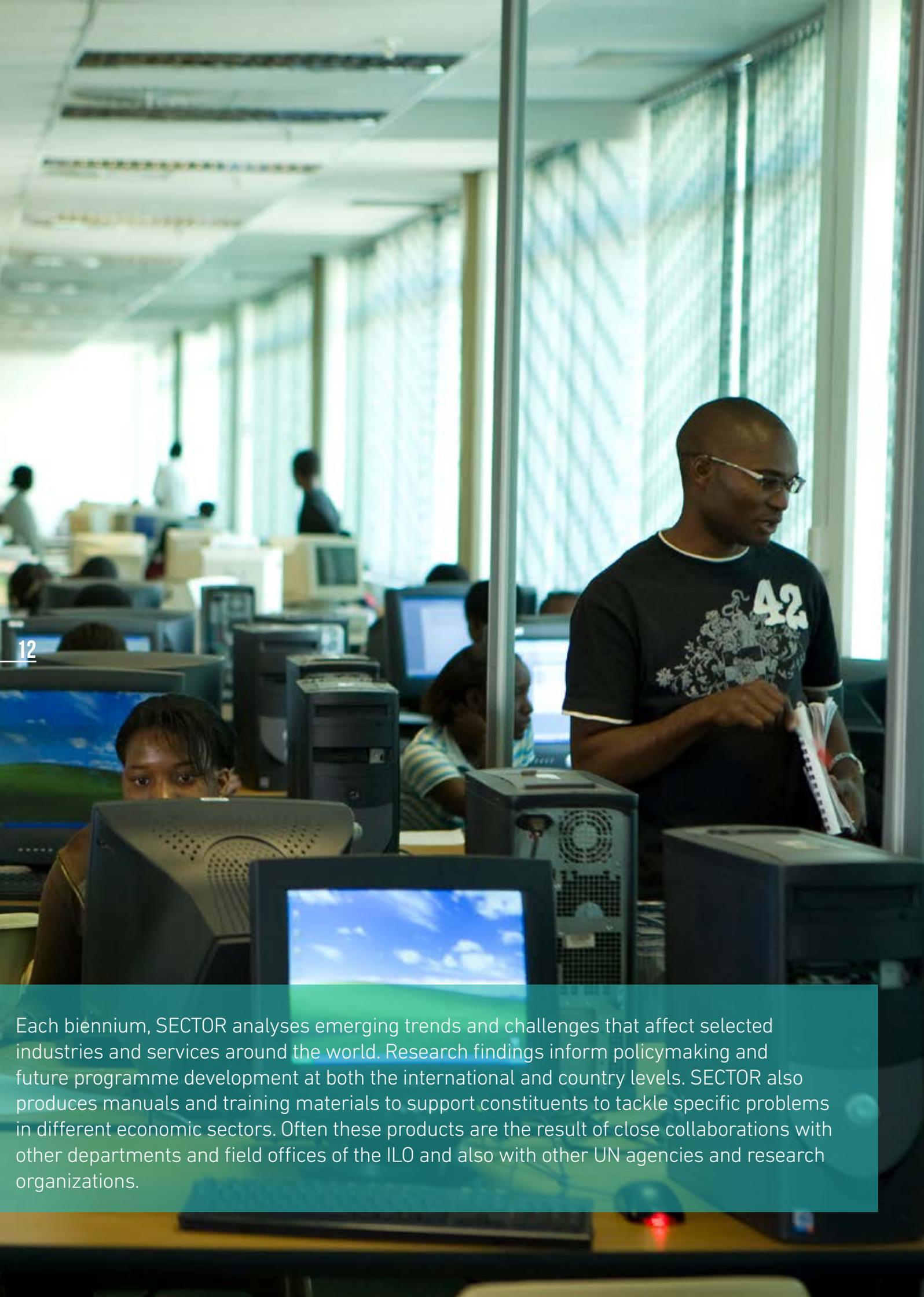
might range from labour-management relations to the formation of national and regional tripartite councils. Delegates also agreed that with regard to the employment and social dimensions of crises, efforts should be made to avoid redundancies, to increase training opportunities and to establish equitable employment practices. At the same time, steps to modernize the sector's regulatory framework along with greater oversight and prudential management of the sector's institutions could address the labour

implications of the monetary and regulatory aspects of crisis response.

To assist with the implementation of these recommendations, the ILO was requested to provide technical, advisory and material support. In addition, the ILO was asked to strength capacity for genuine social dialogue and promote labour standards and ILO policies in a way that supports a thriving and sustainable financial services sector.

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Knowledge Development and Sharing



Each biennium, SECTOR analyses emerging trends and challenges that affect selected industries and services around the world. Research findings inform policymaking and future programme development at both the international and country levels. SECTOR also produces manuals and training materials to support constituents to tackle specific problems in different economic sectors. Often these products are the result of close collaborations with other departments and field offices of the ILO and also with other UN agencies and research organizations.

2. Knowledge Development and Sharing

Supporting Quality Jobs in Tourism: OECD Tourism Papers 2015/02

Tourism is a growing sector and significant employer. An average of 5.5% of total jobs are in the hospitality sector, and employment in hotels and restaurants grew on average by 1.4% in the Organisation for Economic Co-operation and Development (OECD) countries between 2009-2013, compared with 0.7% in the overall economy. However, quality human resources are needed to keep this sector growing and employees with a higher skill set are increasingly required.

SECTOR contributed to an OECD Report that examines approaches to encourage the creation of more and better jobs in tourism, with particular emphasis on how to enhance skills development and career progression in tourism SMEs (small-, medium-, and micro-sized enterprises). It highlights the contribution that quality jobs can make to building a competitive and sustainable tourism sector and analyzes the sector's labour intensity and labour market characteristics, and the implications for attracting, retaining and developing a skilled workforce. Policies and programmes introduced to respond to these challenges and boost workforce development in tourism SMEs are examined and a number of key policy considerations are highlighted.

Non-Standard Forms of Employment in the Public Service in Brazil, Canada, Germany, Japan, South Africa and the UK

Growing budget constraints and other changes in human resources management in the public service have led to a growing number of non-standard forms of employment, ranging from short-term employment to outsourcing and contracting work.

To better understand this trend and its effects, SECTOR examined practices in six countries covering the following five issues: 1) job quality and security; 2) the impact on the delivery of public services; 3) trade union density and collective bargaining coverage; 4) the role that other forms of social dialogue have played; 5) possible actions to address the challenges identified.

Overall, the authors of the case studies concluded that outsourcing takes workers out of the scope of collective agreements and trade union representation, restricting their potential for social dialogue. In Canada, for instance, workers hired through temporary agencies are not considered government employees and therefore do not enjoy the rights protected by collective agreements.

Non-regular employees of local governments in Japan have increased by 32 per cent between 2005 and 2012. These employees are not compensated as much as their regular staff counterparts, and the majority of this non-regular staff is women. The German case study indicated that the public service favours fixed term contracts rather than permanent positions: some German courts have ruled that using numerous fixed term contracts over a long period of time is in fact illegal.

More research and analysis is still required to understand the effects of flexible working arrangements. The authors of all the case studies encourage more effective policies and procedures governing how external entities render public service. They also suggest it might be advantageous to promote more part-time employment. Overall, however, it is important to explore how the state's search for financial and cost-saving measures can be balanced with the protection of workers.

Non-Standard Forms of Employment in Sectors

Non-standard forms of employment (NSFE) is a growing issue across many number of economic sectors and industries. As the ILO Director-General observed in his report to the 102nd Session of the International Labour Conference in June 2013: "Today, about half of the global workforce is engaged in waged employment, but many do not work full time for a single employer. The supposedly 'atypical' has become typical; the 'standard' has become the exception." The Director-General noted how views on this phenomenon "are strongly divided about whether and how this matters for the attainment of decent work for all and, if so, what if anything should be done about it."

It is within this context that sectoral constituents identified the evolution in employment relationships as a priority. Some points that were raised are how best to reconcile business' needs for flexibility and the competitiveness that these new forms of employment can facilitate under the imperatives of decent work, including secure, predictable hours of work and income security for workers.

During the 2014-15 biennium, SECTOR carried out research and organized a series of global meetings covering sectors such as media and culture, electronics, retail commerce, and the telecommunications and call centre industries. The research examines sector-specific impacts of the continuing changes in the employment relationship by identifying some decent work-related outcomes in different countries around the world. SECTOR also published a set of working papers on the main trends in non-standard forms of employment in different regions and sectors, including the contact centre industry, culture, education, media and public administration. The role of private employment agencies in Argentina, Chile, China and Uruguay was also reviewed.

This work has contributed significantly to a greater understanding of NSFE, helped to develop sector-level consensus on the subject, and complemented the work undertaken by the ILO in preparation for the Meeting of Experts on Non-Standard Forms of Employment, held in Geneva on 16-19 February 2015 as well as the conclusions adopted by that Meeting.

Sectoral Studies on the Promotion of Decent Work in Global Supply Chains

As the world economy becomes more deeply integrated and interdependent, trade and investment increasingly takes place through new patterns and structures of production, including through global supply chains (GSCs). These can stimulate growth and contribute productive employment creation and the promotion of decent work. At the same time, changing dynamics within the global economy also have had negative implications on working conditions and employment.

As an input to the drafting process of the ILC report to support the general discussion on Decent Work in Global Supply Chains in June 2016, SECTOR has prepared two comparative analyses of sectoral studies. With the support of the Dutch Government, studies have been conducted in the following sectors: logistics, tourism, chemicals, tea, electronics, animation and visual effects, gold and retail commerce. They contain a mapping of the sectoral GSCs through a decent work lens, address opportunities and challenges for their governance and include case studies covering different countries and regions. The focus of the studies differ: some examine social and economic upgrading while others look at good practices by multinational enterprises in promoting decent work in GSCs. The comparative analyses and/or a selection of sectoral studies will be published in 2016.

In addition, SECTOR contributed to studies with a regional focus in Africa and Latin America. In Brazil, a synthesis of the experience developed in the cotton supply chain was conducted with the support of a south-south project.

IMO/ILO/UNECE Code of Practice on Packing of Cargo Transport Units

A poorly packed cargo transport unit (CTU) can have serious consequences: injury, spillage of dangerous material into the environment or damage to the cargo itself can result from inadequately secured cargo, overloading or incorrect declaration of contents. It is therefore essential that the people packing and securing cargo into or onto a CTU are knowledgeable about safe practices.



The first Guidelines for Packing of Cargo Transport Units were jointly written in 1997 by the ILO, the International Maritime Organization

(IMO) and the United Nations Economic Commission for Europe (UNECE). Following the ILO's 2011 Global Dialogue Forum on Safety in the Supply Chain in Relation to Packing of Containers, it was agreed that the original guidelines needed to be updated.

A new Code of Practice for Packing of Cargo Transport Units was endorsed by all three organizations and published in 2014. Written for both workers who pack and secure cargo as well as trainers, it contains theoretical details and practical measures to ensure safe practices. In addition, the code broadens the scope of the former guidelines by providing information and advice for all parties involved in the cargo transport supply chain. Although not legally binding nor a replacement for existing national legislation, the code offers practical recommendations and guidance to the industry in order to improve practices and ensure worker and public safety.

The Glass Industry: Recent Trends and Changes in Working Conditions and Employment Relations

The glass industry has changed dramatically over the last ten years. In 2007, world glass production was estimated at a total of 115 million tonnes, with the European Union representing 32 per cent of world production. Following the financial crisis, production capacity plummeted as manufacturers closed glass plants either temporarily or permanently. There was a process of mergers and acquisitions whereby the industry consolidated. However, while mature markets suffered, emerging markets began to accelerate.

The SECTOR publication, *Technological Impacts in the Glass Industry and Changes in Working Conditions and Employment Relations*, provides a picture of the impact of the financial crisis in the glass industry, with particular reference to working conditions, including occupational safety and health and industrial relations.

Employment Statistical Update on the Tobacco Sector

As a follow-up to the 2003 ILO Tripartite Meeting on the Future of Employment in the Tobacco Sector, SECTOR, in collaboration with the ILO Department of Statistics, published the *Employment Statistical Update* to inform ILO constituents on emerging changes affecting the labour market in the tobacco sector. The aim of the publication is to provide critical data for self-analysis and provide substantive inputs for further analysis in a graphic-friendly format.

Its preparation involved collaboration with ILO constituents and competent authorities at the national level. Social dialogue remains an important means for expanding the knowledge and understanding of the complex dynamics in labour markets in the tobacco sector.

Promoting Constructive Approaches to Labour Relations in the Public Service

One of the recommendations of the 2014 Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service was that the ILO undertake research on the diversity of practices in social dialogue, in particular collective bargaining. This research should provide countries with knowledge to improve their own practices, enable better responses to crises and address obstacles to the ratification of ILO Labour Relations (Public Service) Convention, 1978 (No. 151) and Collective Bargaining Convention, 1981 (No. 154).

Published as a compilation of good practices, the research serves as a supplement to the 2011 *Manual on Collective Bargaining and Dispute Resolution in the Public Service*. It provides examples for negotiators and public service labour relations practitioners of how to achieve coherent and constructive agreements that will promote the quality and independence of public services. It is hoped that the examples in the Supplement will contribute to a constructive engagement of worker organizations and public service employers.

Social Dialogue in the Railways Sector

In recent decades, the railways sector has gone through significant change. Staffing patterns have evolved, ownership has changed and technological and environmental factors have impacted industrial relations for both passenger and freight operations. Public transport rail services have also gained traction, as current mobility models have focused on studying the limits of the use of private vehicles.

A practical guidance manual has been developed in order to enhance social dialogue in the railways sector. Its scope is on conflict prevention, thus involving the preparation and

identification of different steps and processes for social dialogue. The manual gives a brief overview of social dialogue and then highlights particular examples and recommendations. Different “checklist” sections are intended to raise questions or topics to improve preparation for social dialogue.

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.

The database of abandoned vessels was established with the help of the International Maritime Organization (IMO) and the International Ship Suppliers' Association. With the cooperation of the IMO, the International Transport Workers' Federation (ITF) and the International Shipping Federation (ISF), the ILO has developed and maintained the database, keeping track of the names and current status of abandoned seafarers.

E-Waste Management | An Update

Electronic and electrical equipment waste – “e-waste” – is a growing environmental challenge around the world. It can be generated by households, corporations and industry and even be shipped illegally to other countries. E-waste management is different than for general waste management, because this refuse contains hazardous substances along with valuable materials, like glass, metal and plastic. In China, for instance, individual collectors sell the waste to brokers who link it to collections channels of informal recyclers. Overall, this system facilitates the co-existence of formal and informal e-waste management sectors.

Two research papers on e-waste management were completed in the biennium 2014-15. The first was on tackling informality in e-waste management, produced jointly by SECTOR and the Cooperatives Branch (EMP/COOP). The second on labour, human health and environmental dimensions of e-waste management in China, was published by the ILO Country Office in Beijing.

The research paper on China reports that the Chinese Ministry of Environmental Protection estimates that 20-30 million tons of e-waste are generated in the country every year. Some key recommendations to China include ensuring more competence, knowledge and training in human health and environmental risk control; strengthening occupational safety and health; acknowledging the role of the informal sector in its disposal and providing education on environmental and health impacts of unsound e-waste recycling practices; and, developing environmental, health and safety management guidelines at the enterprise and facility levels.

Case Studies on Working Time Organization and its Effects in the Health Services Sector



Well-qualified, professional staff that is continuously operating and on call at all hours: this is the fundamental need of the health care services sector. Shift work, night work and

high workloads, often compounded by lack of resources or ineffective management, can lead to physical and psychological stress on healthcare workers. A major challenge in this sector is providing for working time arrangements that take account of both workers' wellbeing and organizational requirements.

To develop a clearer understanding of the organization of working time and its effects on the health services sector, SECTOR and the Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK), jointly initiated a global research project, which includes a comparative analysis of Brazil, South Korea and South Africa.

Based on an analysis of the Brazilian, South Korean and South African examples, a synthesis report reveals a compelling need in all three countries to increase funding to the health care systems, strengthen health care facilities and make essential structural improvements. It also shows that addressing staff shortages in all three countries is critical to improve working conditions and provide for working time arrangements that better reconcile workers' wellbeing with organizational performance.

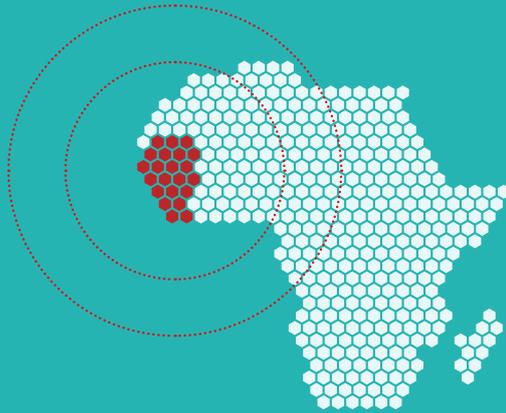


In addition, the case study of Brazil published by SECTOR identifies existing working time arrangements and practices in the health services sector and studies their influence

on workers' wellbeing, including work-life balance and organizational performance. After describing the Brazilian health system and the legislation and regulations, the paper highlights key working time related factors that affect staff morale and performance. Finally, it covers staff and managerial perceptions and preferences for working time arrangements.

Responding to the Ebola Crisis: Protecting Health Workers

Context



881 confirmed and probable cases of Ebola-infected health workers in Guinea, Liberia and Sierra Leone*

513 health workers died from Ebola*

*reported by World Health Organization (WHO) in October 2015

ILO Tools and Standards to Protect Health Workers

International labour standards and tools, if correctly applied, are very effective in protecting frontline health workers treating patients with infectious diseases, such as Ebola Virus Disease.



Relevant ILO Tools and Standards



HealthWISE This ILO/WHO tool was adapted and used in Liberia by WHO and the Ministry of Health to train health workers in improving workplace safety during the outbreak.



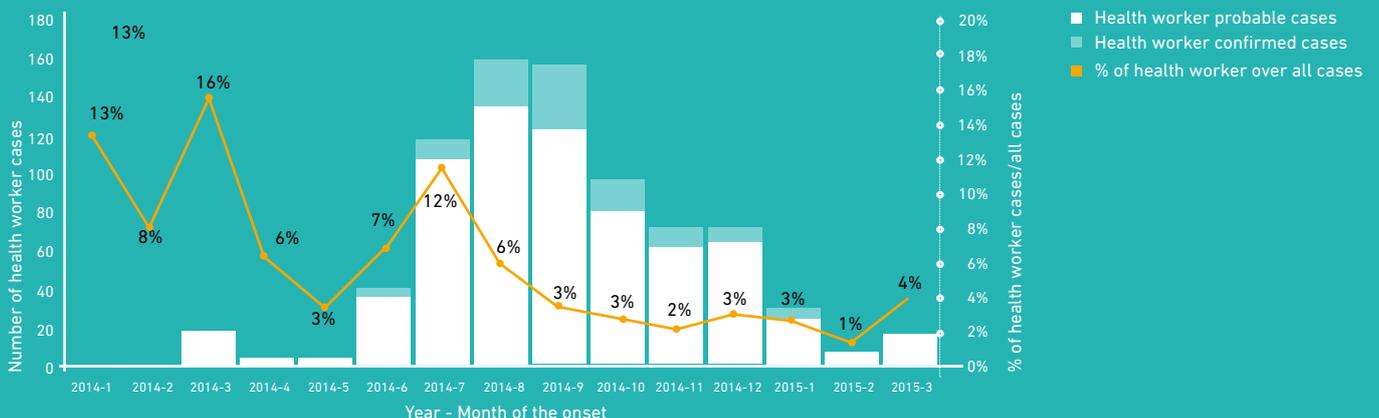
Briefings: The 2014 ILO /WHO briefing note “Ebola Virus Disease: Occupational Safety and Health” reminded employers of their responsibility for ensuring worker safety and health and to provide information and training as well as workers of their responsibility to comply with safety and health regulations.



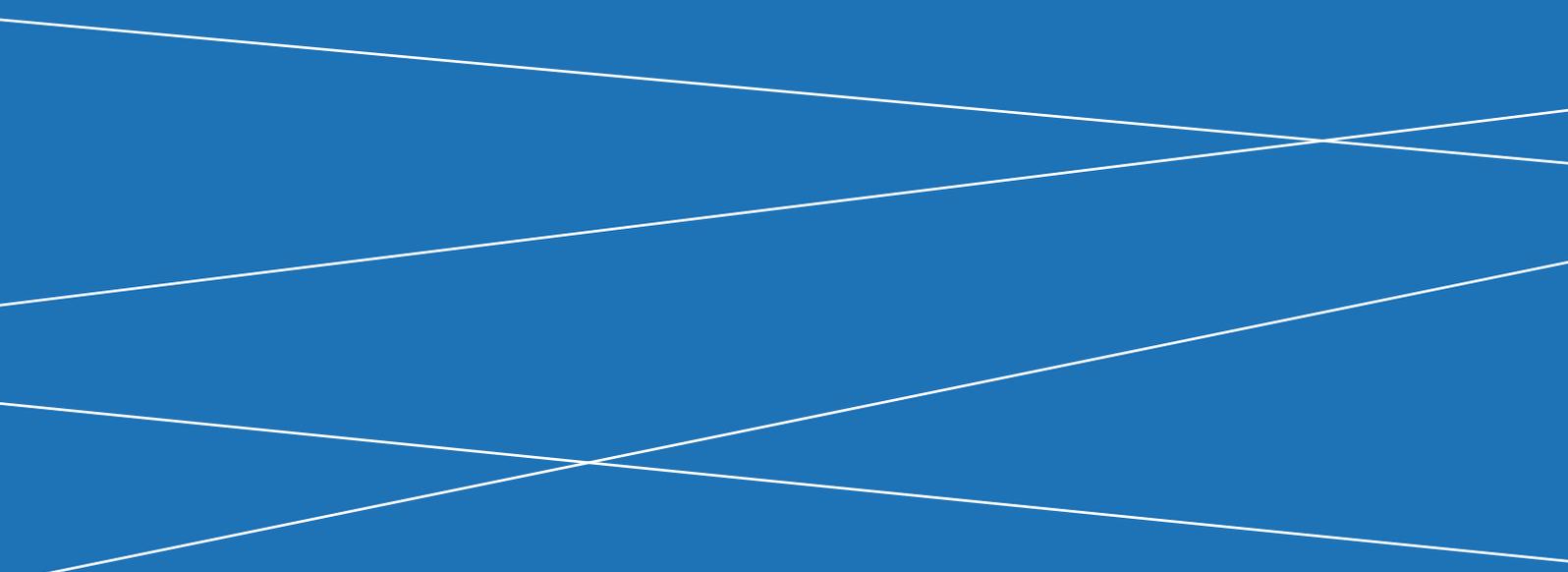
ILO standards: Along with ILO Occupational Safety and Health standards, the ILO Nursing Personnel Convention, 1977 (No. 149) and its accompanying Recommendation (No. 157) provide guidance on appropriate working conditions for nursing personnel, including the adaptation of OSH regulations to the specific nature of their work.

How OSH Actions Contributed to Declining Ebola Infections of Health Workers

Number of confirmed and probable health worker EVD cases over time (and proportion of health worker cases among all cases* reported) in the three countries combined (Guinea, Liberia and Sierra Leone, 1 January 2014 - 31 March 2015).



Source : Health worker Ebola infections in Guinea, Liberia and Sierra Leone, WHO, 2015
*All cases include health worker and non-health worker confirmed and probable cases



Capacity Development and Technical Cooperation



SECTOR provides technical assistance to countries developing their sectoral programmes and plans of action. In addition, the Department supports the ratification and implementation of sector-specific Conventions and Recommendations and the application of sectoral Codes of Practice, Guidelines and other tools. To help with this work, manuals and other training materials are prepared, which are specifically designed to address the needs of governments, employers and workers.

Technical cooperation is fundamental to the ILO's mission: through this work, the ILO can help constituents, particularly at the local level, build their expertise and knowledge. In the past biennium and with the support of multi-bilateral donors, new projects have focused on developing innovative sectoral programmes and tools.

3. Capacity Development and Technical Cooperation

Portworker Development Programme in Container and Bulk Terminals

A training programme for bulk terminals (PDP II) is under development to fulfill the need for an industry-wide training structure to develop portworkers skills for bulk terminals. This programme is being developed with the support of the Ministry of Oceans and Fisheries of the Republic of Korea. These new training materials enable governments and port authorities to effectively oversee dry bulk terminal operations; manage transport, handling and storage; supervise loading and discharge operations; and ensure safe work on terminals and vessels dealing with iron ore, coal, fertilizer, grains and bauxite/alumina. Priority will be given to areas where a lack of training is endangering terminal and contractor employees, damaging expensive and sophisticated handling equipment, and compromising the safety of the vessels and their crews.

This new material builds upon the successful experience of the ILO Portworker Development Programme (PDP) in container terminals developed over the past 30 years. This programme has trained all levels of personnel on cargo handling performance; working conditions and practice; and



promoted the safety, status and welfare of portworkers. It has been translated into nine languages and over 70 organizations and port

terminals have been licensed to use it. In the 2014-15 biennium, port authorities from Barbados and Mozambique joined the programme and a training of trainers was organized at the ILO's International Training Centre in Turin for certifying new instructors on the use of the materials in ports around the world.

HIV and AIDS in the Road Transport Sector

Driving for change: Toolkit on HIV and AIDS for the road transport sector was published in 2008 and is the result of joint collaboration between the ILO, the International Road Transport Union Academy and the International Transport Workers' Federation. The toolkit came out of the ILO's sector-specific approach to providing training on HIV and AIDS, and crystallizes the conclusions of the 2006 Tripartite Meeting for the Road

Transport Sector. It is designed to enable unions, drivers, and company managers to respond effectively to HIV and AIDS in the road transport sector.

From 23-24 February 2015, SECTOR, ILOAIDS and ILO DWT/CO-Pretoria held a tripartite consultation for six members of the South African Development Community (SADC) in Johannesburg on the use of the toolkit. Participants were invited to develop and present country plans on how to scale up the HIV and AIDS response in the sector as well as to discuss which approaches of the toolkit have been most effective.

Overall, participants stated that the toolkit has been extremely useful, agreeing that HIV and AIDS responses have evolved in the past five years and suggested some improvements to the toolkit. Participants also explained that partnerships with the national AIDS councils and the ministries of health and/or labour are key components to advancing HIV and AIDS work in the transport sector. Disaggregated data in the road transport sector on HIV and AIDS and other factors driving the epidemic were mentioned as significant challenges to be addressed, as the availability of data would have the potential to enhance and tailor HIV and AIDS responses within the sector.

National Decent Work Agenda for the Health Sector Adopted in Brazil

In November 2015, the Brazilian Ministry of Health and social partners signed a protocol for the National Permanent Negotiation Table for the National Health System (*Mesa Nacional de Negociação Permanente do SUS*) to establish a Decent Work Agenda for health workers in the national health system (*Agenda Nacional do Trabalho Decente para Trabalhadores e Trabalhadoras do Sistema Único de Saúde (ANTD-SUS), Protocolo - No. 009/2015*). This is an historic achievement as it is the first global sectoral decent work agenda in the health sector. It is built on four priorities:

- I. Generate more and better jobs in the national health system (SUS);
- II. Strengthen health workforce management;
- III. Strengthen dialogue and negotiation of working conditions and labour relations in the SUS; and
- IV. Combat all forms of discrimination at work, with special attention to discrimination based on gender, race and ethnicity.

The Decent Work Agenda for the national health system (SUS) was developed within an ILO technical cooperation project funded by the Ministry of Health of Brazil and the Pan-American Health Organization (PAHO). SECTOR and the ILO Country Office Brasilia worked closely together in managing the project.

HealthWISE Training of Trainers in China

HealthWISE is a practical, participatory quality improvement tool for health facilities. It encourages workers and managers to work together to improve workplaces and practices with low-cost solutions. In the past biennium, the tool was translated into Chinese by the National Institute for Occupational Disease and Poison Control (China CDC).

The first HealthWISE Training of Trainers in China was held in Zhengzhou, Henan Province (16-18 Nov 2015). Forty-four participants, including 35 health worker and management representatives of eleven major hospitals from six provinces and other health sector stakeholders were trained in the HealthWISE methodology so they can conduct workplace assessments and develop and implement action plans for workplace improvements. The training focused on Occupational Safety and Health (OSH), according to priorities expressed by constituents. Lectures introduced the HealthWISE approach and checklist, and explained how to establish OSH management systems, how to address biological hazards and ergonomics, and how to tackle violence discrimination and stigma in health services with a particular view to HIV-related discrimination.

Through group exercises, participants adapted the HealthWISE checklist to local needs. These were tested in a field visit to the First Affiliated Hospital of Zhengzhou University, a tertiary referral and teaching hospital with over 8 000 employees. Based on their findings, participants developed recommendations for improvement for the five hospital units they had assessed. Finally, participants created action plans for implementing HealthWISE in their own hospitals.

Decent Work in the Construction Sector

Mega-events have the potential to create jobs across sectors and to develop a country's infrastructure. In preparation for the 2014 FIFA World Cup in Brazil, as well as future mega-events, an innovative project was created to promote decent work in the preparation of such mega-events. Following a process of social dialogue, and with technical assistance from the ILO, the President of Brazil signed a tripartite National Pact on the promotion of decent work in the preparation of and during mega-events. Similarly, tripartite municipal commitments were agreed upon in seven out of twelve host cities.

The lessons learned in Brazil will be systematized and could be used to inform the preparation of mega-events in other countries.

Improving the Capacity of the Tourism Sector to Promote Sustainable Development

A global increase in tourism has the potential to assist the poor in least developed countries. The 2011 Toolkit on Poverty Reduction through Tourism was therefore a timely document, and it has been implemented in about ten countries. It is now available in English, Spanish, French, Indonesian, Portuguese and Vietnamese. With an Arabic translation on the way, the potential outreach of this document is vast.

In 2014-15, in collaboration with the ILO Sustaining Competitive and Responsible Enterprises Programme (SCORE), SECTOR implemented the Toolkit in Kenya to design a tripartite plan to promote sectoral-level social dialogue on working conditions and productivity in the tourism sector.

In Egypt, a workshop on Poverty Reduction through Tourism was organized from June 15- 16 2015, with the support of the ILO/ Canada Project on Decent Jobs for Egypt's Young People. The project concluded with a series of recommendations, including to start a pilot programme for a Modern Apprenticeship Scheme in the hotel sector in the Red Sea.

In Vanuatu, an action plan on improving efficiency of the tourism supply chain through social dialogue was implemented under the Pacific Growth and Employment Project (PGEP). While in Brazil, the toolkit was used in a series of trainings as part of the preparatory work for hosting the 2014 FIFA World Cup.

The toolkit was also applied in Dominican Republic and Vietnam under two technical cooperation projects aimed at increasing compliance with international labour standards in the tourism industry and the promotion of sustainable tourism.

Finally, in Zimbabwe, constituents adopted a new workplace policy on HIV and AIDS, TB and other opportunistic illness for the tourism industry, based on the ILO HIV and AIDS Guide for the tourism sector developed in previous biennium.

G20 Tourism Ministers Commit to Promote More and Better Jobs

The ILO was actively involved in the T20 Meeting that took place in Antalya, Turkey on 30 September 2015. A joint United Nations World Tourism Organization (UNWTO) and ILO Policy Note was presented at the Meeting, and a Declaration entitled "Tourism, SMEs and Employment – Policies to Stimulate Job Creation and Inclusiveness" was adopted.

Ministers agreed to increase efforts to measure trends on tourism labour markets,

identify skills needs, determine adequate policies to promote decent jobs in the sector, and to strengthen cooperation between the UNWTO and the ILO. They also encouraged G20 Leaders to consider tourism as a priority sector to deliver on the Sustainable Development Goals, particularly Goal 8, Target 8.9 "by 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products."

The Promotion of Ratification and the Implementation of Sectoral Standards

International labour standards are intended to be universal and to apply to all workers and enterprises. While some standards cover specific industries, such as seafaring and fishing, others target work-related issues for economic activities (plantations, hotels, restaurants), or concern groups of workers, for instance, nursing personnel.

Because standards have a direct impact on the lives of workers, SECTOR, together with the ILO International Labour Standards Department (NORMES), other ILO headquarters units and field offices and projects, develop products (codes, guidelines, manuals, training material), provide technical support (for example, facilitating the exchange of lessons learned from member States) and promote the ratification and implementation of ILO sector-specific Conventions and the implementation of sector-specific recommendations.

A major focus of SECTOR over the past decade has been the implementation of the Maritime Labour Convention, 2006. As of 1 December 2015, there have been 68 ratifications of the Convention and SECTOR has worked closely with NORMES and other ILO units to assist this implementation process. Together, they have developed products such as guidelines on the training of ships' cooks and maritime

occupational safety and health, and promoted implementation of the Convention through port State control inspection agreements, critical to ensuring compliance. SECTOR provided technical input to MLC, 2006 through national events that contributed to ratification by important maritime States, such as China, and the implementation of the Convention in other States, including South Africa.

SECTOR has also increased its activities to promote the Work in Fishing Convention, 2007 (No. 188). This has been achieved by developing products that assist member States to ratify, implement or both. Most recently, a Meeting of Experts led to the adoption of Guidelines on flag State inspection of working and living conditions on board fishing vessels. SECTOR worked with other ILO units and international and regional organizations to raise the profile of Convention 188 and its contribution in addressing broader issues in the fishing sector, such as conditions of migrant fishers, forced labour, including trafficking, and illegal fishing. SECTOR worked closely with ILO field offices, projects and member States to undertake research, including a comparative analysis of Convention No. 188 and national legislation in countries such as Kiribati, Indonesia, Namibia and the Philippines. Some member States, notably Thailand, have drawn upon Convention No. 188 to improve the protection of fishers.

As a result of the promotional work and technical advice provided in this, as well as in the preceding biennia, the Safety and Health in Mining Convention, 1994 (No. 176) was ratified in 2014-15 by three countries: Mongolia (26 November 2015), Turkey (23 March 2015) and Uruguay (5 June 2014). To help improve occupational safety and health in mining, a regional workshop for selected Asian countries was held in Indonesia in 2014, which provided

opportunity for a follow-up in Myanmar in 2015. In Turkey, an office-wide collaboration was established to support national efforts to improve safety and health in mining. In Zambia, SECTOR contributed to work by NORMES, the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), and the Multinational Enterprises Programme (EMP/MULTI) to improve the application of Convention 176 and to promote fundamental principles and rights at work and social dialogue in the mining sector.

The Labour Relations (Public Service) Convention, 1978 (No. 151) was ratified by Bosnia Herzegovina on 31 March 2015, as a response to work carried out in the previous biennium 2012-13. In 2014-15 promotional activities for the Convention were carried out in Brazil, Dominican Republic, Madagascar, Malawi, the Philippines and Serbia.

Finally, support was provided to Bolivia for the implementation of the Safety and Health in Construction Convention, 1988 (No. 167), which was ratified on 10 February 2015, and to Japan to promote the ratification of the Nursing Personnel Convention, 1977 (No. 149).

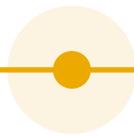
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Policy Coherence and Strategic Partnerships



The partnerships SECTOR develops with other United Nations agencies and multilateral entities, almost all of which are organized around sectoral mandates, are essential for fostering policy coherence on decent work within and across sectors. Tripartite constituents have repeatedly stressed the importance of this collaboration as a means of bringing the world of work and its social partners into multilateral discussions. Broad and substantive participation in agenda setting and decision making provides the ILO an opportunity to further the Decent Work Agenda.

4. Policy Coherence and Strategic Partnerships



In 2014-15, SECTOR engaged with 33 international organizations to, *inter alia*, discuss new policies and provide guidance and to develop joint programmes and research targeting specific sectors.

SECTOR also promoted the application of joint standards adopted by the ILO and other UN Agencies, such as the ILO/ UNESCO Recommendation concerning the Status of Teachers (1966), the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel, the IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units, the ILO/WHO Global Framework for National Occupational Health Programmes for Health Workers, the World Intellectual Property Organization (WIPO), ILO and UNESCO International Convention for

the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention), 1961.

SECTOR represented the Office in international policy forums and inter-agency organs, including the UN Secretary-General's High-Level Task Force on Global Food Security and Nutrition (HLTF), the FAO-hosted Committee on World Food Security (CFS) and the International Task Force on Teachers for Education for All (EFA). It also led the ILO's participation in UN-WATER and UN-OCEANS, which coordinate the work of all UN agencies on specific topics (see box below "Water and Jobs"). In addition, SECTOR represented the ILO in the discussions of the G20 Development Working Group on food security and sustainable food systems.

SECTOR and G20 Development Working Group

In 2014, SECTOR contributed to the G20 DWG report, *Opportunities for Economic Growth and Job Creation in relation to Food Security and Nutrition*. The report identifies ways for the G20 to harness the economic opportunities for jobs and growth in implementing a strategic, evidence-based approach to managing long-term food security and nutrition with a focus on low-income countries. Following this report, the G20 leaders endorsed at their Brisbane summit the Food Security and Nutrition Framework, which identifies "increasing incomes and quality jobs" as one of three pillars to guide targeted action in this area. Decent work was also a central theme in the Implementation and Action Plans on Food Security and Sustainable Food Systems, endorsed by the G20 DWG in 2015.

Furthermore, SECTOR engaged with a wide range of inter-governmental organizations such as the European Union and the OECD, for the promotion of decent work at the sectoral level.

The Sustainable Development Goals (SDGs), adopted in September 2015, contain a rich array of sectoral entry points through different

targets, ranging from the health services workforce to teachers to sustainable tourism. Translating the ILO's commitment to decent work for all into reality at the sectoral level will therefore require continued effective collaboration with social partners and also with other international agencies.

Water and Jobs

In the 2014-15 biennium, SECTOR already started working closely with some UN agencies and with UN-WATER on the issue of water and jobs. In anticipation of World Water Day 2016, for instance, SECTOR moderated panel discussions on the linkages between water and work at World Water Week 2014 and 2015 and the 2015 Conference on Regulating for Decent Work. During World Water Week 2015, the ILO and UN-WATER co-organized the "Water for People, Water by People" seminar. The ILO and UN-WATER have also discussed topics such as the need to recognize and formalize work in water-related industries, including the work being carried out in Nicaragua, Panama, Paraguay and Yemen, and agreed on the substantive messages for the World Water Development Report.

In cooperation with UN-WOMEN, a conceptual framework on Gender, Water and Decent Work was outlined. Together, these two agencies are exploring how sustainable, community-driven, water resource management that incorporates women issues and addresses their needs and priorities, has the potential to achieve better environmental outcomes and secure decent work. This research has been complemented with joint statistical research with the Stockholm International Water Institute to help identify the extent, scope and impact of unpaid work in water fetching.

On the national level, SECTOR launched a pilot project in the Philippines on strengthening social dialogue in water utilities in the Metro Cebu Water District. Participants agreed to set up a committee that would meet regularly to discuss and agree action on workplace and utility-related issues.

Overall, the array of consensus building, and knowledge and capacity development activities around water and jobs is putting the ILO at the forefront of this global discussion, while at the same time giving it the opportunity to strengthen its relationships within the multilateral sector and beyond.

March 22, 2016 will mark the 23rd annual World Water Day. "Water and Jobs" is the theme for 2016, an initiative spearheaded by SECTOR. On that date, people, organizations and research institutions will be urged to think about the quest for sustainable development through the two-way relationship between water and the Decent Work Agenda. In addition, starting in January 2016, the ILO Director-General will become the new chair of UN-WATER.

Focus

**Area of Critical Importance :
Decent Work in the Rural Economy**



Close to 3.4 billion of the developing world's 5.98 billion people live in rural areas, and a significant number of them depend on agriculture for their livelihoods. However, rural economies are often characterized by serious decent work challenges; and therefore, more and better jobs are essential for eradicating rural poverty and achieving sustainable development.

Promoting Decent Work in the Rural Economy

Promoting decent work in the rural economy was one of the eight areas of critical importance (ACIs) mandated by the ILO as priorities for action during the 2014-15 biennium. This ACI consolidated the ILO's portfolio of work in rural development and focused on three interrelated areas: 1) decent work for disadvantaged, marginalized and vulnerable rural populations; 2) decent work for rural workers in supply chains; 3) decent work for rural workers on plantations. As a lead department for this ACI, SECTOR contributed several significant outputs to all three thematic areas.

Decent Work for Disadvantaged, Marginalized and Vulnerable Rural Populations

The March 2015 meeting of the ILO's Governing Body set forth the strategic orientation for the areas of critical importance for the rural economy. Included in the strategy was the request to prepare a series of studies on decent work for disadvantaged, marginalized and vulnerable rural populations.

The Gender-Differentiated Impact of Water in Employment Generation

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.

UNIFEM, 2009, "Progress of World's Women. Who answers to Women?"

Although access to water is a human right, millions of women and girls around the world spend an inordinate amount of time fetching water. The conceptual framework, "Gender, Water and Decent Work," jointly written by SECTOR and UN-WOMEN, is based on the premise that sustainable, gender-inclusive, community-driven water supply and sanitation management has the potential to reduce the drudgery and time burdens of fetching water for women and girls. As a result, girls and women would have more time to pursue productive work and other activities.

However, this shift toward a gender-inclusive model would require modifying laws and legislation to codify women's and communities' right to water. It would also be necessary to recognize social and environmental practices of water resource management, which could include making sure that polluters pay and water rights conflicts between women and men are resolved. International conventions and standards to support collective bargaining, the application of minimum wages agreements and non-discrimination legislation might also be necessary.

Study on Recruitment and Retention of Teachers in Rural Areas

The study on human resource practices in relation to rural teachers in Africa examines challenges facing rural teachers, provides an overview of interesting national practices with regard to rural teachers, and makes recommendations that could serve as the basis for future guidelines in this area. Addressing the specific problem of rural teachers is important because rural school enrolment rates lag behind urban rates in most developing countries, as

do learning outcomes and completion rates for girls. Moreover, teacher quality is lower, pupil-to-teacher ratios are higher, and teacher retention and teacher absenteeism are larger problems in rural settings.

The study approaches the topic by rejecting a deficit discourse and affirming that rural teaching has its unique challenges and rewards and requires solutions to address rural communities in their setting. It examines teacher working conditions; the challenges in managing multi-grade classrooms; career preparation and development; recruitment and retention; deployment strategies; incentive schemes; teacher accountability; and, governance and public-private partnerships in education.

Conclusions from the study suggest that, based on available evidence of practices in Africa, new strategies could focus on developing schools and respond to the specific needs and circumstances of rural communities. These could include: adapting the school cycle to agricultural cycles; nodes of education services clustered with other rural services; focusing on keeping learners in the rural community and reducing travel time to school through mobile and distance learning methods; community engagement with schools; and, specific teacher preparation for the rural setting.

Study on Inequities in Rural Health Protection: New Data on Rural Deficits in Health Coverage for 174 Countries

The study reveals major health access disparities between rural and urban areas around the globe, particularly in developing countries. Worldwide, 56 per cent of people living in rural areas do not have access to essential health-care services – more than double the figure in urban areas, where 22 per cent are not covered. The situation is worsened by the lack of health workers in the world's rural areas: the ILO estimates that 7 million out of the

total 10.3 million health workers who are lacking globally are needed in rural areas. National social protection floors can play a key role in closing rural/urban inequities in health coverage and access through comprehensive human rights-based approaches that are rooted in the principles of universality and equity and that simultaneously address the interlinked elements for ensuring effective access to health care: health protection rights, health workers, funding, financial protection and quality based on the principles of universality and equity. The study was developed as part of the mandate of the ILO Areas of Critical Importance (ACI) on Decent Work in the Rural Economy as well as the ACI on Creating and Extending Social Protection Floors.

Decent Work for Rural Workers in Supply Chains

Based on a strategy that was endorsed by the ILO Governing Body in November 2011, the Decent Work for Food Security (DW4FS) programme focuses on enhancing decent work conditions and opportunities in key agro-food value chains with high employment, income generation and productivity potential. The project is being jointly implemented with FAO in the most vulnerable and disadvantaged districts of Indonesia's Nusa Tenggara Timur province. Over the past two years, targeted actions aimed to increase productivity and improve working conditions and entrepreneurial opportunities in selected agro-food value chains, namely seaweed, maize and livestock, with a view to promoting food security and sustainable poverty reduction among local communities.

Draft policy guidelines on the promotion of sustainable rural livelihoods targeting agro-food sectors were developed, drawing on pilot interventions, including the one in NTT province. The draft policy guidelines will be discussed by a Meeting of Experts in September 2016.

Decent Work for Rural Workers on Plantations

Having undergone extensive transformation and restructuring in recent years, plantation systems have become more integrated in the global economy, providing an important link between the rural economy and global supply chains. While plantations play a critical role in stimulating local enterprise and job creation in rural areas, plantation labourers might endure poor working, living and health conditions; inadequate and unstable levels of income; and lack of social protection, and representation.

Working conditions and opportunities for productive employment on plantations was one of SECTOR's key areas of work in this past biennium. The initiative looked at the situation of palm oil plantations in Ghana and Indonesia, tea plantations in Sri Lanka, and banana plantations in the Dominican Republic. It included a global trends and developments report, country desk studies and field surveys based on an innovative approach and methodology for identifying decent work deficits and opportunities for the promotion of decent and productive employment on plantations. This led to a set of policy recommendations outlined in national action plans on the promotion of decent work on plantations that were validated by tripartite partners. The action plans are ready to be implemented in the 2016-17 biennium.

Knowledge Development and Capacity Building

Policy Guidance Notes on the Promotion of Decent Work in the Rural Economy

One of the key deliverables of the ACI on the rural economy was a set of sixteen Policy

Guidance Notes (PGNs), which cover a wide spectrum of ILO programmes and tools and covering a wide spectrum of issues, ranging from the role of financial inclusion in unlocking the economic potential of rural areas to the impact that access to public services can have in alleviating rural poverty. The PGNs were produced by the ACI task team which comprised specialists from several ILO technical departments and field offices.

Special Collection Data on Key Decent Work Indicators in Rural and Urban Areas

Data for 22 indicators in 195 countries, disaggregated by rural-urban areas and covering several issues, including labour market, working time, earnings and poverty, social security, and health were collected by the Statistics Department in 2014-15. Household survey microdata were processed to improve coverage, and a report on good practices in statistical methods for rural-urban data and an analytical report summarizing key trends were written.

Academy on Rural Development: Towards Decent Work in the Rural Economy

On 12-23 October 2015, the first global Rural Development Academy was held in ILO-ITC, providing an excellent knowledge sharing and learning opportunity for constituents from 37 countries. The academy brought together over 60 experts from different backgrounds across the ILO and beyond, including the Food and Agriculture Organization (FAO) and the International Fund for Agriculture Development (IFAD). The eight plenary sessions and fifteen electives introduced concepts and theories on the promotion of decent work in the rural economy, and provided opportunities to share experiences and discuss specific cases and projects. In

addition, a range of integrated approaches, tools and training packages were introduced with the objective of achieving decent work towards sustainable, inclusive and thriving rural economies. The Rural Development

Academy received outstanding feedback from participants. It was praised for its interactive methods and delivery of useful information. Future editions of the Academy are envisaged.

Policy Guidance Notes on the Promotion of Decent Work in the Rural Economy

- Decent Work for Food Security and Resilient Rural Livelihoods
- Decent and Productive Work in Agriculture
- Economic Diversification of the Rural Economy
- Promoting Decent Work for Rural Workers at the Base of the Supply Chain
- The Role of Multinational Enterprises in the Promotion of Decent Work in Rural Areas
- Transitioning to Formality in the Rural Informal Economy
- Providing Access to Quality Services in the Rural Economy to Promote Growth and Social Development
- Extending Social Protection to the Rural Economy
- Developing the Rural Economy through Financial Inclusion: The Role of Access to Finance
- Employment-Intensive Investment in Rural Infrastructure for Economic Development, Social and Environmental Protection and Inclusive Growth
- Greening Rural Economies and Green Jobs
- Decent Work in Forestry
- Harnessing the Potential of Extractive Industries
- Rights at Work in the Rural Economy
- Promoting Social Dialogue in the Rural Economy
- Building Local Development in Rural Areas through Cooperatives and other Social and Solidarity Economy Enterprises and Organizations

Appendix

Sectoral products 2014-15



In 2014-15, representatives of governments, employers' and workers' organizations from different countries and regions participated in tripartite sectoral international meetings, global dialogue fora and (Sub) Regional workshops.

To support the tripartite discussions background reports and issues papers were produced in order to provide an analysis on demand trends and challenges of a given sector. Working Papers and other studies were also produced for disseminating information on a range of topics related to the world of work and the evolution of social and labour policies and practices in specific sectors. Furthermore, to support the implementation of the sectoral Conventions and Recommendations a rich body of sectoral tools were developed, translated and disseminated during the biennium.

Sectoral Meetings Held in the Biennium

Chemical industries: Regional Workshop on Restructuring and Its Effects on Employment in the Chemical and Pharmaceutical Industries (Lima, 15 - 16 July 2015)

Commerce: Global Dialogue Forum on Employment Relationships in Retail Commerce: their Impact on Decent Work and Competitiveness (Geneva, 22 - 23 April 2015)

Construction and Infrastructure: Global Dialogue Forum on Good Practices and Challenges in Promoting Decent Work in Construction and Infrastructure Projects (Geneva, 19 - 20 November 2015)

Education: Sub-Regional Workshop on Good Human Resource Practices in the Teaching Profession in East Africa (Nairobi, 9 - 11 March 2015)

Education: 12th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel - CEART (Paris, 20 - 24 April 2015)

Financial services: Tripartite Workshop to Promote Social Dialogue on Financial Services Reforms in Selected Asia And Pacific Countries (Jakarta, 5 - 6 August 2015)

Maritime/fishing: Meeting of Experts to Adopt Flag State Guidelines for the Implementation of the Work in Fishing Convention, 2007 (No. 188) (Geneva, 21 - 25 September 2015)

Maritime/shipping: Meeting of Experts on Maritime Occupational Safety and Health (Geneva, 13 - 17 October 2014)

Maritime/shipping: Subcommittee on Wages of Seafarers of the Joint Maritime Commission (Geneva, 26 - 27 February 2014)

Mechanical and electrical engineering: 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 (Geneva, 09 - 11 December 2014)

Media and culture: Global Dialogue Forum on Employment Relationships in the Media and Culture Sector (Geneva, 14 - 15 May 2014)

Mining: Regional Workshop on Improving Safety and Health in Mining for Selected Asian Countries (Jakarta, 16 - 18 December 2014)

Public services: Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service (Geneva, 02 - 03 April 2014)

Telecommunications: Global Dialogue Forum on Employment Relationships in Telecommunications Services and in the Call Centre Industry (Geneva, 27 - 28 October 2015)

Transport/road: Tripartite Sectoral Meeting on Safety and Health in the Road Transport Sector (Geneva, 12 - 16 October 2015)

Textiles, Clothing, Leather and Footwear: Global Dialogue Forum on Wages and Working Hours in the Textiles, Clothing, Leather and Footwear Industries (Geneva, 23 - 25 September 2014)

Sectoral Tools Developed in the Biennium

Commerce: HIV/AIDS Manual for the Retail Commerce Sector

Health: ILO/WHO Healthwise: Work Improvement in Health Services Materials

Maritime/fishing: Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels

Maritime/shipping: Guidelines for Implementing The Occupational Safety and Health Provisions of the Maritime Labour Convention, 2006

Public services: Promoting Collective Bargaining and Dispute Resolution in the Public Service - An ILO training workbook (Now Available in Spanish and Portuguese)

Public services: Promoting Constructive Approaches to Labour Relations in the Public Service: Examples from Collective Agreements. A Supplement to the Manual on Collective Bargaining in the Public Service

Transport/railways: Manual on Social Dialogue in the Railways Sector

Transport: IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units

Working Papers & Other Studies Published in the Biennium

Chemical industries: The Glass Industry: Recent Trends and Changes in Working Conditions and Employment Relations. Working Paper n° 310

Chemical industries: Employment Trends in the Chemical and Pharmaceutical Industries in Latin America

Education (VET): Business and Initial Vocational Education and Training in the Netherlands: A Schematic Overview. Working Paper n° 307

Education (VET): Strategies for Sectoral Training and Employability in India: Case Studies of the IT/ITES and Automotive Sectors. Working Paper n° 306

Food, drink and tobacco: Tobacco Sector: Employment Statistical Update

Health services: Brazil: Case Study on Working Time Organization and its Effects in the Health Services Sector. Working Paper n° 308

Mechanical and electrical engineering: Tackling Informality in E-Waste Management: the Potential of Cooperative Enterprises

Media and culture: Employment Relationships in Arts and Culture. Working Paper n° 301

Media and culture: Employment Relationships in the Media Industry. Working Paper n° 295

Public services: Non-standard Work Arrangements in the Public Sector: the Case of South Africa. Working Paper n° 302

Public services: Collective Bargaining in Public Service in the European Union, 2015. Working Paper n° 309

Public services: The Situation of Non-regular Public Employees in Local Government in Japan: focus on Gender. Working Paper n° 305

Public services: Non-standard Working in the Public Service in Germany and the United Kingdom. Working Paper n° 304

Public services: Non-standard Employment in Government: an Overview from Canada and Brazil. Working Paper n° 303

Rural economy: Portfolio of Policy Guidance Notes on the Promotion of Decent Work in the Rural Economy

Multisectoral: Private Employment Agencies and Labour Dispatch in China. Working Paper n° 293

Multisectoral: Las Agencias de Empleo Privadas en Argentina, Chile y Uruguay. Working Paper n° 294

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