

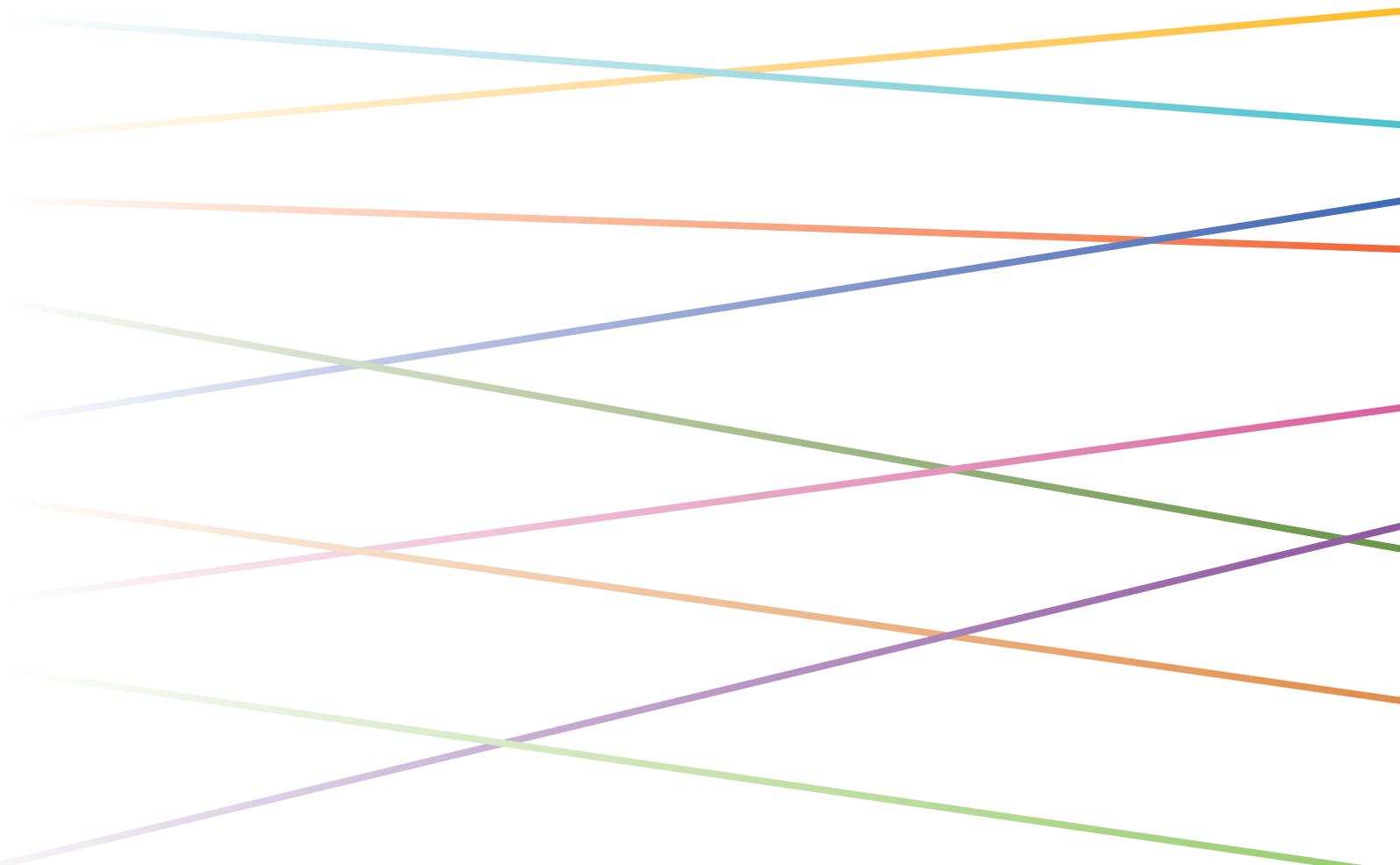


International
Labour
Organization



Sectoral Policies Department

2018–19 Highlights



SECTORAL POLICIES DEPARTMENT

2018–19 Highlights



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First published 2019

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Sectoral Policies Department: 2018-19 Highlights / International Labour Office (ILO), Sectoral Policies Department, 2019.

ISBN 978-92-2-031523-1 (print)
ISSN 978-92-2-031524-8 (web pdf)

Also available in French: Département des politiques sectorielles / 2018-19 Fait marquants ISBN 978-92-2-031531-6 (print)/ ISSN 978-92-2-031532-3 (web pdf), Geneva, 2019; and in Spanish: Departamento de Políticas Sectoriales / 2018-19 Hechos sobresalientes ISBN 978-92-2-031533-0 (print)/ISBN 978-92-2-031534-7 (web pdf)

13.01.3

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

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Information on ILO publications and digital products can be found at: www.ilo.org/publns.

Printed in Switzerland

This publication was produced by the Document and Publications Production, Printing and Distribution Branch (PRODOC) of the ILO.

Graphic and typographic design, layout and composition, printing, electronic publishing and distribution.

PRODOC endeavours to use paper sourced from forests managed in an environmentally sustainable and socially responsible manner.

Code: CPG-REPRO

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Introduction

Since it was founded in 1919, the International Labour Organization (ILO) has advanced social justice and decent work. Over the course of its 100 years, the ILO has adopted a wide range of standards and tools covering nearly every type of economic activity – from agriculture to manufacturing, from public service to shipping. These efforts have been undertaken together with governments and sectoral employers' and workers' organizations, bringing these important social and economic actors into dialogue and ensuring that international labour standards are translated into practice in particular sectors and types of work.

As the ILO looks to the future, its work in specific sectors remains more critical than ever. Technology, a changing climate and concerns about environmental sustainability, demographic change and globalization will affect each sector in profoundly different ways. Some sectors will grow, others will decline – but all will face profound changes in the organization of work. This in turn requires that governments, employers and workers develop a varied array of responses to shape a future of work that works for all. The ILO must reinforce its sectoral approach to ensure that the organization responds in the most strategic, timely and efficient way to make decent work a practical reality.

The ILO's sectoral work is also key to attaining the Sustainable Development Goals (SDG) by 2030. In order to succeed, SDGs such as poverty eradication, good health and well-being, quality education, affordable and clean energy, decent work and economic growth, industry, innovation and infrastructure will all require strong governments, employers and workers. Robust institutions for governance will also be vital. There can be no quality health care without health workers; there can be no sustainable energy without viable enterprises to produce it.

At the country level, the sectoral approach allows concerned government ministries, employers and workers to engage in dialogue about the SDGs and ensure that they can be achieved in ways that advance decent work opportunities. In this regard, we are grateful for the generous and strategic contributions from our development partners.

The following pages provide a glimpse of the ILO's sectoral programme and the work of its Sectoral Policies Department (SECTOR) throughout the 2018-19 biennium. None of this would have been possible without the concerted efforts of the ILO's constituents in specific economic and social sectors. Their tireless work continues to inspire us and offers hope for a brighter future as the ILO enters its second century.

Alette van Leur

Director, Sectoral Policies Department

ILO priorities and its sectoral work





The ILO Centenary Declaration for the Future of Work

The ILO Centenary Declaration for the Future of Work was adopted at the 108th International Labour Conference in June 2019, which marked the 100th anniversary of the ILO. It is a crucial statement that addresses the major challenges and opportunities for the future of work in the 21st Century. It provides guidance to the 187 member States of the ILO and to its sectoral constituents, and it provides a platform for cooperation with other multilateral organizations.

The Declaration is a strong reaffirmation of the ILO's social justice mandate, and of the critical role of social dialogue and international labour standards. Its guiding principle is that the future of work must be human-centred, placing people and their work at the centre of economic, environmental and social policies and business practice. This means investing in jobs, skills and social protection. It means supporting gender equality. It also means investing in the institutions of the labour market so that wages are adequate, working hours are limited, and occupational safety and health as well as fundamental principles and rights at work are ensured. Finally, it means adopting policies that promote an enabling environment for sustainable enterprises, economic growth and decent work for all.

In the publication, *Back to the Future: Challenges and Opportunities for the Future of Work addressed in ILO Sectoral Meetings since 2010*, SECTOR mapped, analysed and summarized the most pertinent knowledge products and conclusions relating to advancing a brighter future of work in specific sectors. In 2018-19, SECTOR also published studies on the future of work in health services; the chemical and pharmaceutical industries; textiles, clothing, leather and footwear; and the tea sector. These papers have helped the constituents better understand the way in which the profound and rapid changes in the world of work will affect these sectors.

Wishing to address future challenges and opportunities in specific economic and social sectors, the sectoral advisory bodies met in January 2019 and recommended that the global sectoral meetings in 2020 should focus on the future of work. This will allow the sectoral constituents of the ILO to translate the Centenary Declaration into practice and to contribute to realizing its objectives.

The 2030 Agenda for Sustainable Development

The 2030 Agenda embraces the three dimensions of sustainable development: the economic, the social and the environmental dimensions. It has 17 SDGs that put people, planet and shared prosperity at its centre, giving member states and the international community a framework for tackling the many challenges confronting humanity, including those in the world of work. The importance of decent work in achieving sustainable development is highlighted by Goal 8, which aims to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

SECTOR’s work is in line with all 17 SDGs. SECTOR works with numerous agencies of the United Nations to ensure good working conditions for workers and an enabling environment for employers, who ultimately have to work together to deliver the SDG targets. For example, Goal 2, which sets out to end hunger, achieve food security and improved nutrition and promote sustainable agriculture, is relevant to agriculture, plantations and to the entire rural economy. Target 6 of Goal 3, which aims to reduce traffic accidents, is relevant to the transport sector. Target 3.c refers to the health workforce, which is the focus of a joint ILO-OECD-WHO programme: Working for Health. Target 4.c refers to teachers, a topic of longstanding cooperation between the ILO and the United Nations Educational, Scientific and Cultural Organization (UNESCO). Under Goal 6, which aims to ensure the availability and sustainable management of water and sanitation for all, SECTOR works on water and jobs, including through its contribution to United Nations Water (UN-Water). Under goals 9 and 16, SECTOR has started a partnership with the Universal Postal Union (UPU) to promote decent work in the postal sector while ensuring inclusive and transparent institutions. SECTOR’s work in the shipping and fisheries sectors contributes to UN Oceans as well as Goal 14 – which aims to conserve and sustainably use the oceans, seas and marine resources for sustainable development. The transport sector is also relevant to Goal 11, target 2, helping to provide access to safe, affordable, accessible and sustainable transport systems for all. In the transport equipment manufacturing, electronics and textiles sectors, the ILO works with other United Nations agencies to pave the way for a circular economy towards the achievement of Goal 12, which aims to ensure sustainable consumption and production.





The promotion of sector-specific Conventions

The very first ILO standard, the Hours of Work (Industry) Convention, 1919 (No. 1) was formulated and adopted by the International Labour Conference with a view to improving working conditions in specific economic sectors. Soon thereafter, the ILO developed specific international labour standards for agricultural workers and seafarers, noting the particular circumstances of such workers, and later expanded the range of instruments to cover other sectors. Today, the ILO's sectoral Conventions include but are not limited to:

- Nursing Personnel Convention, 1977 (No. 149);
- Labour Relations (Public Service) Convention, 1978 (No. 151);
- Safety and Health in Construction Convention, 1988 (No. 167);
- Safety and Health in Mines Convention, 1995 (No. 176);
- Safety and Health in Agriculture Convention, 2001 (No. 184);
- Maritime Labour Convention, 2006, as amended (MLC, 2006); and
- Work in Fishing Convention, 2007 (No. 188).

SECTOR has also worked with other international organizations to develop standards that rely on the principles and concepts of international labour standards in sectors such as culture and education.

SECTOR works closely with the ILO International Labour Standards Department (NORMES) to promote and support the ratification and effective implementation of international labour standards, with particular attention to those of a sectoral nature. For instance, SECTOR launched a promotional campaign to raise awareness about the Work in Fishing Convention, 2007 (No. 188) and to encourage more member States to ratify it. In 2018-19, Namibia, Portugal, Senegal, Thailand, the Netherlands and the United Kingdom committed to ensuring acceptable living and working conditions for fishers on board ships by ratifying the Convention.

Targeted assistance is furthermore provided at country level for the ratification and effective implementation of all of these sectoral Conventions. For instance, in 2018-19, SECTOR provided technical assistance to Madagascar, Montenegro, Panama, Seychelles and South Africa to allow these member States to ratify and implement the Labour Relations (Public Service) Convention, 1978 (No. 151).

To support the effective implementation of international labour standards and to improve working conditions at the sectoral level, the ILO has developed, translated and disseminated a rich body of sectoral tools. These consist of codes of practices (e.g. agriculture, iron and steel, non-ferrous metals, underground mining, workplace violence in service sectors); guidelines (e.g. early childhood

education, forestry, flag and port state control inspection for ships and fishing vessels, maritime safety and health, medical examination of seafarers, tourism, training of ship's cooks, training in ports, joint WHO-ILO-UNAIDS policy guidelines on health workers access to HIV and tuberculosis prevention, treatment, care and support services); and a number of manuals and toolkits. In 2018-19, the ILO published a revised *Code of Practice on Safety and Health in Shipbuilding and Ship Repair*, a revised *Code of Practice on Safety and Health in Opencast Mines*, a revised *Code of Practice on Safety and Health in Ports*, and new *Guidelines on Decent Work in Public Emergency Services*.

To ensure that the ILO has a clear, robust and up-to-date body of international labour standards that respond to the changing patterns of the world of work, the Standards Review Mechanism Tripartite Working Group (SRM TWG) was established in 2015. In 2018-19, SECTOR provided information about mining and construction to NORMES that facilitated the SRM TWG's review of ILO safety and health instruments in these sectors. It also contributed to two on-line support kits that provide initial technical assistance and information to member States that consider ratification of Conventions Nos. 167 (Construction) and 176 (Mining).

One of the sectoral meetings in the biennium 2020-21 will be devoted to revise the *1992 Code of Practice on Safety and Health in Construction*.





The rural economy

The rural economy has significant potential for creating jobs and contributing to sustainable development and economic growth. It accounts for a significant share of employment and output in many developing countries; however, it is widely characterized by severe decent work deficits and poverty, hosting nearly 80 per cent of the world's poor.



In 2018-19, SECTOR coordinated the implementation of Policy Outcome 5: Decent Work in the rural economy, which was one of ten policy outcomes in the ILO's Programme and Budget. In this capacity, SECTOR supported the efforts of tripartite constituents to develop policies, strategies and programmes that increase productive employment opportunities and decent work in the rural economy.



The support continued to focus on building constituents' capacity to engage in policy and decision-making processes. The second edition of the Egypt Rural Development Academy was organized in February 2019 with a focus on youth employment, while the third Global Rural Development Academy took place in Turin in December 2019. These academies were devoted to the future of work in the rural economy, and they contributed to strengthening the knowledge base and to developing tools to assist constituents with policy and programme development and implementation.



In 2018-19, the portfolio of ILO policy guidance notes on the promotion of decent work in the rural economy was updated with new notes on youth, migration and water, as well as updated notes on forestry and a just transition to environmental

sustainability. Furthermore, SECTOR strengthened its collaboration and synergies with regional and international organizations, including through the development and coordination of roadmaps for the ILO's collaboration with the International Fund for Agricultural Development (IFAD) and the Food and Agriculture Organization of the United Nations (FAO).

The promotion of gender equality and women's economic empowerment featured prominently in SECTOR's activities pertaining to the rural economy (see Box). SECTOR contributed to a special event for the International Women's Day in 2018, which was dedicated to rural women at work. SECTOR also participated in the United Nations Commission on the Status of Women, which devoted its 2018 session to rural women. The above-mentioned Rural Academy also held a specific session on gender in the rural economy, while other capacity-building events paid special attention to the issue.

Box: Women's economic empowerment and gender equality in the ILO's sectoral work

As a cross-cutting policy driver for the ILO, the economic empowerment of women and gender equality was integrated into all of SECTOR's capacity building activities and country-level interventions. All of SECTOR's projects have included components on gender mainstreaming, and provided specific support for women.



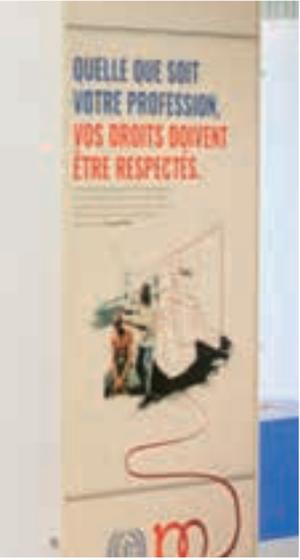


Global supply chains

The ILO's work on decent work in global supply chains is guided by its programme of action 2017-21, with an initial focus on knowledge generation and capacity-building. To address the programme of action's call to develop comprehensive approaches along entire supply chains, three working groups were created in 2018, each focusing on particular sectors, namely apparel, mining and electronics. SECTOR has contributed to the establishment and operation of these working groups, with a view to improving coordination in the design and delivery of services, increasing the impact and efficiency of technical assistance programmes, and scaling up existing development cooperation programmes within an integrated strategic framework.



With the support of the Governments of Flanders (Belgium), Japan, the Republic of Korea and the Netherlands, SECTOR has furthermore implemented development cooperation projects on global supply chains in the rural economy, electronics industry, natural stone and port sectors. The aim is to strengthen the capacity of the ILO constituents to seize opportunities and address decent work deficits in specific supply chains.



The *Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector*, which were adopted by a Meeting of Experts in September 2019, are the first ILO tool to include within its coverage the responsibilities of supply chain parties. The Guidelines also recommend the regulation of the chain of responsibility for business and contracting parties, notwithstanding the employment relationship.

In addition, SECTOR published a working paper entitled *International Framework Agreements in the Food Retail, Garment and Chemical Sectors – Lessons learned* from three case studies. The Government of the Netherlands provided support for producing this paper, which was launched in a tripartite meeting in The Hague on 8 October 2018. Findings from the working paper contributed to the Director-General's report on social dialogue and tripartism, which he submitted to the 107th Session of the International Labour Conference in 2018, and to the Tripartite Meeting of Experts on Cross-border Social Dialogue that took place in Geneva from 12 to 15 February 2019.



A just transition to environmental sustainability

The 2030 Agenda for Sustainable Development and the Paris Agreement have inspired new policies and action to address climate change and to advance environmental sustainability in specific sectors and industries. SECTOR's policy advice and technical assistance in this area are based on the *ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All (2015)*, which recognize that industrial and sectoral policies are key to achieving a greener and more inclusive world of work.

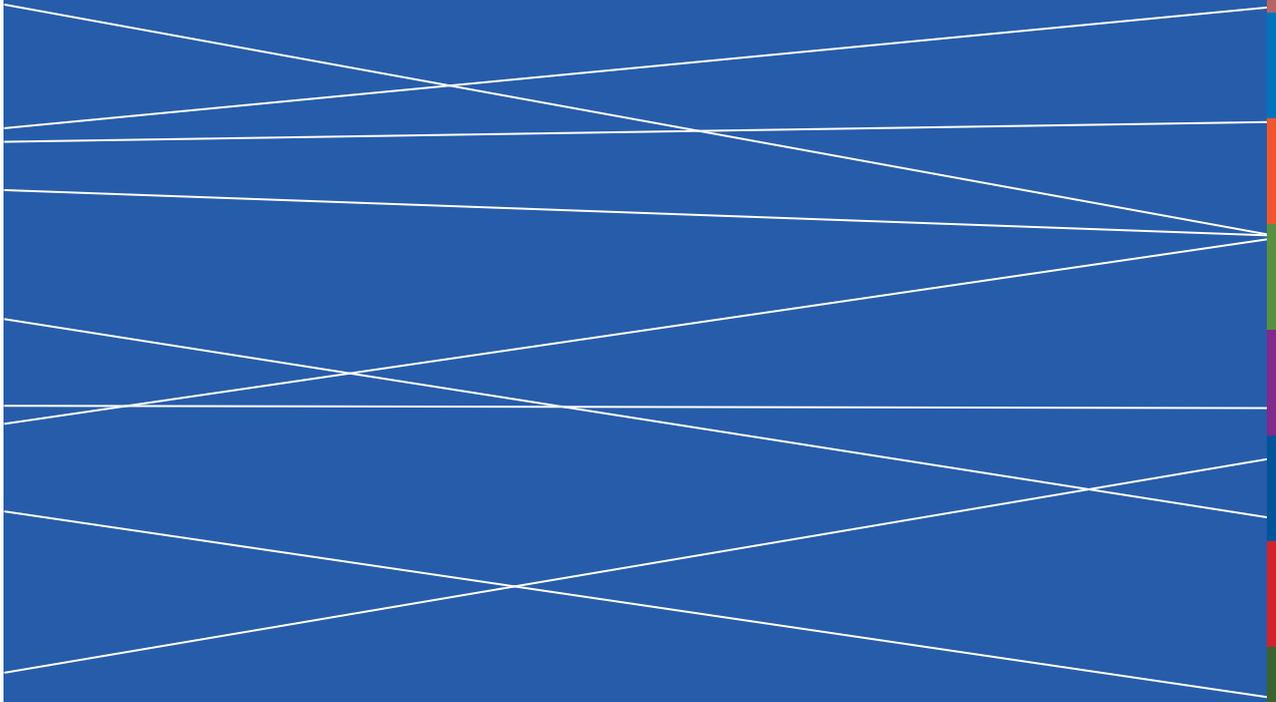
In 2019, SECTOR organized two meetings – the Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (E-waste) and the Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry – which in their conclusions set out recommendations for ensuring a just transition to sustainable production and the creation of decent and productive work. SECTOR is furthermore actively supporting inter-agency initiatives such as the UN Alliance for Sustainable Fashion and the UN E-waste Coalition to advance decent work in the circular economy.

Together with the ILO's Green Jobs Programme, SECTOR hosted the launching of the International Renewable Energy Agency's (IRENA) Sustainable Energy and Jobs Platform, which aims to foster concerted actions to achieve a prosperous and just energy transition for all. If the transition to a green economy is managed well, the world of work can benefit from net gains in total employment, improvements in job quality, and increased incomes in concerned sectors.

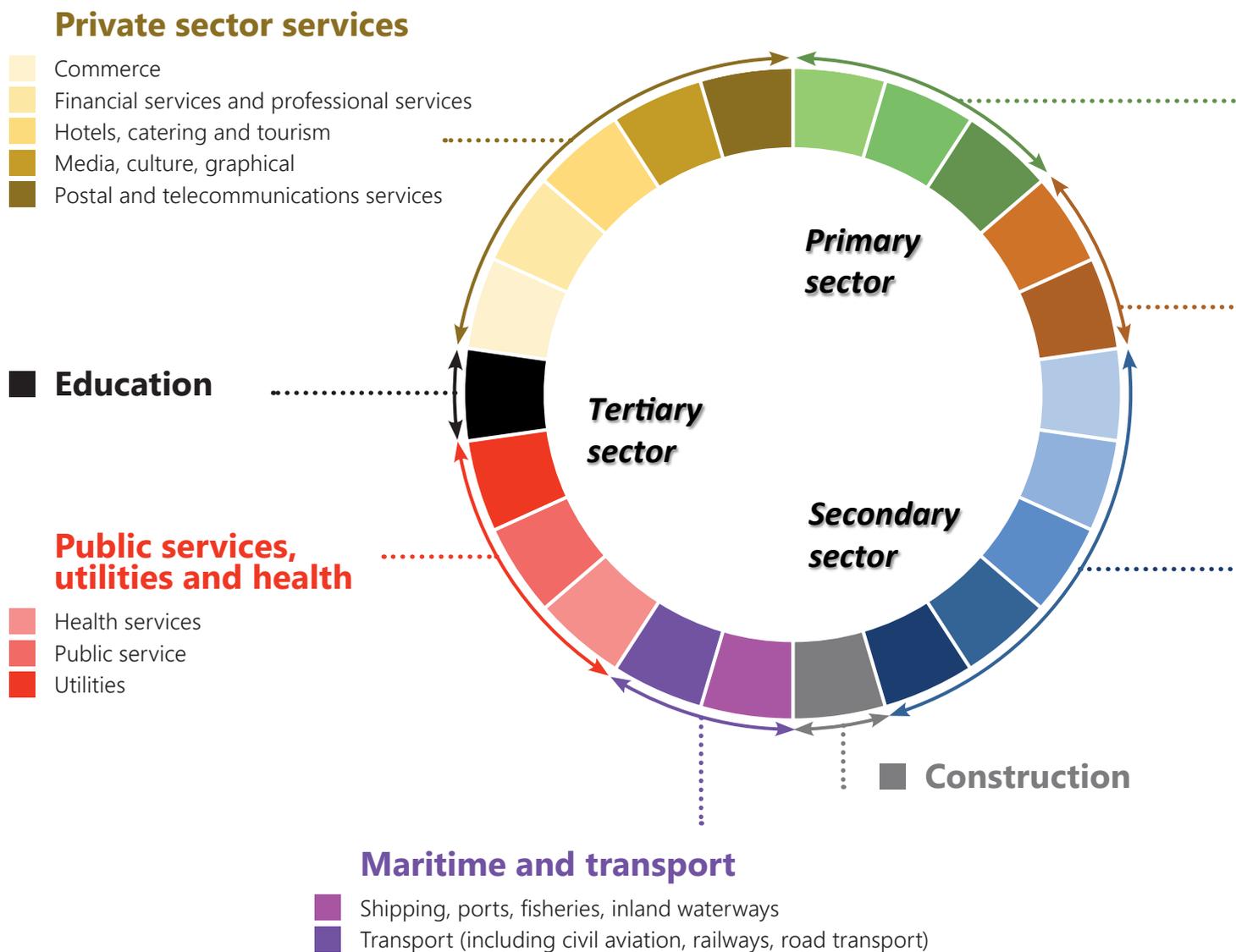




Sectors at a glance



The ILO addresses decent work opportunities and challenges in 22 economic and social sectors in eight groupings, from agriculture and the extraction of raw materials to manufacturing and services.



Agriculture, food and forestry

- Agriculture, plantations, other rural sectors
- Food, drink, tobacco
- Forestry, wood, pulp, paper

Energy and mining

- Mining
- Oil and gas production, oil refining

Manufacturing

- Basic metal production
- Chemical industries
- Mechanical and electrical engineering
- Transport equipment manufacturing
- Textiles, clothing, leather, footwear

Together with its constituents and partners, the ILO promotes decent work in these sectors through the following means of action:

- building consensus among tripartite constituents on sector-specific policies and practices through global, regional and national sectoral meetings;
- promoting the ratification and effective implementation of sectoral Conventions and Recommendations as well as sector-specific codes of practice, guidelines and tools (see above);
- developing and disseminating knowledge and information relating to sector- and industry-specific economic and employment trends and challenges;
- providing policy advice, building capacity and implementing development cooperation projects; and
- fostering policy coherence on key sectoral issues through strategic partnerships with other United Nations agencies, other multilateral organizations and stakeholders.

The following pages provide a glimpse of the ILO's actions and achievements in selected economic and social sectors during 2018-19. They highlight on selected sectors where the work has gone beyond monitoring developments and maintaining relations with constituents and other key sectoral stakeholders.

Agriculture and other rural economy sectors

Addressing decent work challenges and improving productivity, incomes and access to quality jobs in the rural economy is crucial for building sustainable food systems and achieving the SDGs. A billion people, nearly a third of the world's workforce, are employed in agriculture. It is also the sector with the highest level of informal employment. Although its share in total employment has fallen from approximately 40.2 per cent to 28.1 per cent over the past two decades, agriculture remains the backbone of the economy in many of the least developed countries. It accounts for 63 per cent of employment in the least developed countries as a whole and contributes to over half of GDP in some of these countries.

CONSENSUS BUILDING

A Technical Meeting to Promote an Exchange of Views on the Further Development and Implementation of the Integrated Strategy to Address Decent Work Deficits in the Tobacco Sector was held in Kampala, Uganda, from 3 to 5 July 2019. The discussion centred around the three pillars of the draft integrated strategy: (1) promote an enabling policy environment for decent work in tobacco-growing countries; (2) strengthen social dialogue; and (3) assist tobacco-growing communities to address decent work deficits, including child labour, and the transition to alternative livelihoods. The participants discussed recent economic trends and developments in the tobacco sector, placing particular emphasis on decent work deficits in tobacco-growing and along the tobacco supply chain and the promotion of opportunities for alternative livelihoods in tobacco-growing communities. The discussion informed the development of an updated integrated strategy for the tobacco sector which was subsequently adopted at the 337th session of the ILO Governing Body.





The African Regional Labour Administration Centre (ARLAC)-ILO Tripartite Workshop on Promoting Quality Jobs and Decent Work in the Rural Economy, was held in Harare, Zimbabwe, from 23 to 27 September 2019. The workshop promoted knowledge sharing and built the capacity of tripartite constituents in ARLAC member countries to effectively implement policies and programmes that promote quality jobs and decent work in the rural economy.

A workshop entitled Unlocking the Potential of Rural Economies through Investment in the Skills Development and Employability of Youth in the Agricultural Sector in Central Africa was held in Brazzaville, the Congo, from 12 to 14 February 2019, jointly organized with the African Development Bank. The forum was attended by a large number of high-level participants from the Central African sub-region including the tripartite social partners. The workshop facilitated the identification of activities to invest in skills development and employment in agriculture and the rural economy for youth, thereby contributing to making rural areas attractive places to live and work in the future.

The Tripartite Workshop on Decent Work for Youth at the Centre of Rural Transformation in SADC Countries was held in Harare, Zimbabwe, from 21 to 23 August 2018. In line with the priorities contained in the SADC

Youth Employment Promotion Policy Framework (YEPPF), the workshop shared knowledge and set out to build the capacity of tripartite constituents in the Southern African Development Community (SADC) to effectively implement policies and programmes that enhance the attractiveness of life and work in rural areas and promote decent work opportunities for young women and men. The workshop adopted a set of conclusions and recommendations around these themes. As a follow-up, the ILO was requested to support SADC efforts at sub-regional level to promote decent work for youth in the rural economy with a specific focus on the future of work.

The Tripartite National Dialogue on the Future of Work in the Tea Plantation Sector in Sri Lanka was held in Colombo on 14 June 2018. The meeting identified the various drivers of change that affect the tea plantation sector, as well as the key policies that have the potential to transform it into a dynamic sector and foster growth, jobs and improved livelihoods for women and men in rural Sri Lanka. The meeting adopted a set of conclusions for a policy blueprint on the future of work in this sector. A working paper on *The Future of Work for Tea Smallholders in Sri Lanka* was published for the meeting which sheds light on the role that smallholder farmers play in the tea value chain and the decent work challenges that they face.

KNOWLEDGE DEVELOPMENT

SECTOR developed a Diagnostic study on 'Decent Work in the Rural Economy in Pakistan' in cooperation with the Lahore University of Management Sciences. The study provides a detailed analysis of employment trends and working conditions in the rural economy of Pakistan, covering both the on-farm and non-farm sectors as well as the rural informal economy.

CAPACITY DEVELOPMENT

With the support of the Government of Flanders (Belgium), SECTOR has been providing technical support in the implementation of a project to promote decent work in Malawi's tea plantations. In Indonesia, a project on the promotion of sustainable rural livelihoods through improved access to decent jobs in the palm oil sector has been implemented with support from the Government of the Netherlands. These projects aim, by means of improved social dialogue, to enhance the tripartite constituents' capacity to identify and effectively address decent work challenges in their respective plantation sectors. Project activities include, among others, supporting sector-specific social dialogue, strengthening labour regulation and national legislation enforcement, and improving productivity and skills.

SECTOR has also collaborated closely with the Decent Work Team and Country Office for the Andean Countries to support the Plurinational State of Bolivia, Colombia, Ecuador, Paraguay and Peru in their efforts to promote decent work in their rural economies.

POLICY COHERENCE

In 2018-19, SECTOR contributed to the ILO Global Initiative on Decent Jobs for Youth, which is a comprehensive United Nations system-wide effort for the promotion of youth employment worldwide.

SECTOR continued to be actively engaged in the work of the World Banana Forum, in particular its Working Group 3 on Labour Rights. Hosted by FAO, the Forum brings together retailers, importers, producers, exporters, consumer associations, governments, research institutions, trade unions and civil society organizations to promote sustainable banana production and trade.





Forestry; wood; pulp and paper

While employment levels in the sector are slightly decreasing, the global production and trade of wood products is on the increase. Measuring employment is challenging, but global estimates for the overall forestry sector stand at 13.2 million in the formal sector and at 41 million in the informal economy. Forestry remains among the most hazardous sectors for workers, and while physical injuries are declining partly due to mechanization, occupational safety and health challenges persist.

CONSENSUS BUILDING

A Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry was held in Geneva on 6–10 May 2019. The adopted conclusions recognize the importance of decent work to ensuring sustainable, productive and safe forestry operations. The recommendations for future action emphasize the joint commitment to engage in various forms of social dialogue at different levels to advance decent and sustainable work, and call on the Office, among others, to initiate preparations to update the existing ILO tools in the sector; and support data collection and reporting efforts. A publication *Promoting Decent Work and Safety and Health in Forestry* was published.



Hotels; tourism; catering

The tourism sector is an important driver for job creation and the promotion of local economic development, accounting for more than 10 per cent of global GDP. Over the last decades, it has experienced continued growth and diversification, becoming one of the largest, most dynamic and resilient sectors of the global economy. In 2018, travel and tourism overall generated 319 million jobs.

POLICY COHERENCE

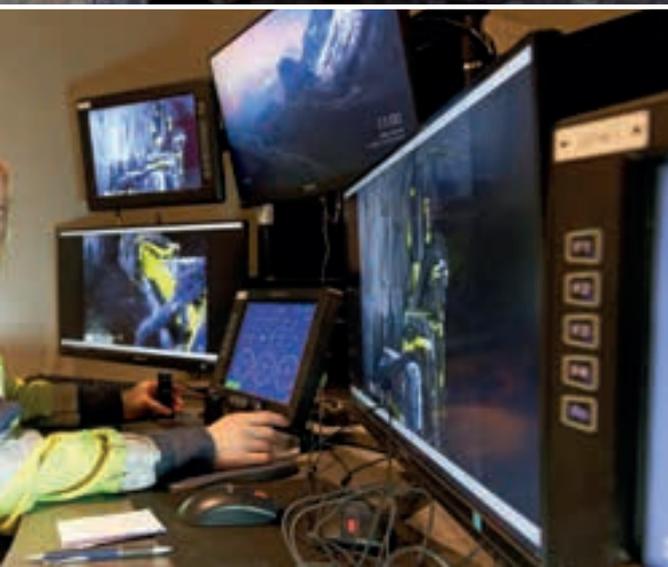
SECTOR represented the ILO in the G20 Tourism Ministers' Meeting, which took place in Kutchan, Hokkaido Prefecture, from 25–26 October 2019, under Japan's G20 Presidency. The Meeting adopted a Declaration on Advancing Tourism's Contribution to the SDGs. The Declaration highlights the tourism sector's potential to drive economic integration and socio-economic development, create decent jobs, empower those who are vulnerable to social and economic risks, and contribute to environmental protection.

SECTOR also participated in the G20 Tourism Ministers' meeting, held on 16–17 April 2018 under the Argentinian Presidency, and attended the World Travel and Tourism Council (WTTC) Global Summit 2018 in Buenos Aires, Argentina on 18–19 April 2018, and the WTTC Global 2019 Summit in Seville, Spain on 2–4 April 2019. Discussions at these meetings centred on sustainable tourism policies, as well as the future of work in the sector.

CAPACITY DEVELOPMENT

A sub-regional tripartite workshop on the promotion of the ILO Guidelines on Decent Work and Socially Responsible Tourism was held in Arusha, the United Republic of Tanzania, on 21–22 May 2019. Forty tripartite delegates from the United Republic of Tanzania, Kenya and Uganda attended the workshop, where they shared knowledge on tourism development policies. Participants deepened their understanding about the Guidelines and relevant international labour standards to promote decent work in the tourism sector.





Mining

Approximately one per cent of the world's workforce is employed in this resource-intensive sector, and mining is a key engine of economic development in many countries. Artisanal and small-scale mining is emerging as an important economic sector for an estimated 40 million women and men in more than 50 member States of the ILO. Such mining is currently a source of more jobs and livelihoods than large-scale mining and thus holds potential for reducing poverty – but only if significant challenges in this sector can be addressed.

CAPACITY DEVELOPMENT

SECTOR is implementing a project in the natural stone sector in India, which is supported by the Government of Flanders (Belgium). The project – Paving the way for a sustainable natural stone industry in India – has been actively engaging with the main stakeholders in the natural stone industry of Rajasthan to foster dialogue on ways in which they can work together in promoting the Decent Work Agenda and strengthening the supply chain.

POLICY COHERENCE

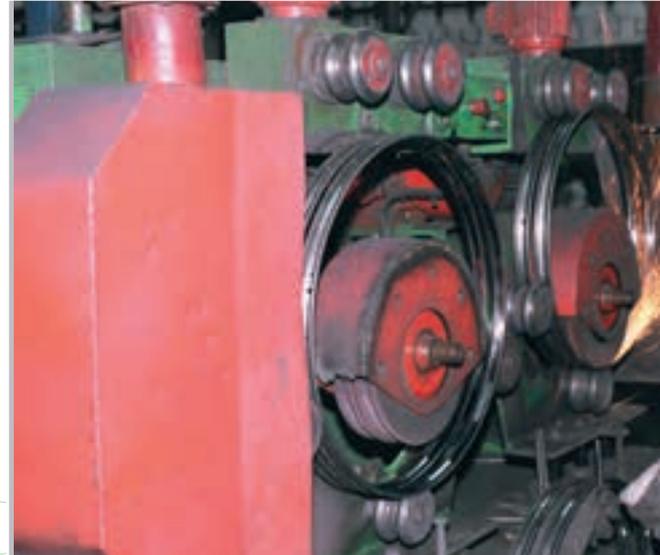
SECTOR participated in the Organization for Economic Co-operation and Development (OECD) Forum on Responsible Mineral Supply Chains, which was an opportunity to promote the ratification of the Safety and Health in Mines Convention, 1995 (No. 176). SECTOR also co-hosted a session on the future of work at the 15th Annual General Meeting of the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development, held in Geneva from 7 to 11 October 2019.

Chemical industries

The chemical industry is of strategic importance to the sustainable development of national economies. The ILO estimates that there are up to 20 million people employed in the global chemical, pharmaceutical, and rubber and tyre industries today.

CONSENSUS BUILDING

A Global Dialogue Forum on Challenges for Decent and Productive Work arising from Digitalization in the Chemical and Pharmaceutical Industries was held in Geneva from 10 to 12 December 2018. The meeting adopted points of consensus to guide governments, employers and workers in shaping a future that works for all in the chemical and pharmaceutical industries. To facilitate the discussion at the meeting, SECTOR published an issues paper on *Decent Work and Digitalization in the Chemical and Pharmaceutical Industries*.





Transport equipment manufacturing

Transport equipment manufacturing includes the manufacture of aircraft and other aerospace equipment, railroad equipment, motor vehicles and auto parts, motorcycles and bicycles, as well as the building, repair and breaking of ships.

CONSENSUS BUILDING

A Meeting of Experts convened in Geneva from 22 to 26 January 2018 to review and adopt the *Revised Code of Practice on Safety and Health in Shipbuilding and Ship Repair*. The Revised Code reflects the changes that have occurred and the impact that modern ILO instruments have had on occupational safety and health since 1974, when an earlier code on the subject was adopted. Since about 90 per cent of shipbuilding is done in

Asia, the Code has been translated into Bahasa Indonesian, Chinese, Hindi and Korean in addition to the ILO's three official languages.

The ILO Decent Work Technical Support Team for South Asia and Country Office for India and SECTOR jointly organized a National Tripartite Workshop on Occupational Safety and Health in the Ship Recycling Industry in India in Mumbai on 26–27 September 2019. The workshop was the first tripartite technical meeting for the ship recycling industry in India. Participants at the workshop jointly developed, discussed, and adopted a comprehensive set of conclusions to improve safety and health at work and to bring about a safe and sustainable ship recycling industry.

Mechanical and electrical engineering

Computers and small electronic products such as smartphones have become ubiquitous in modern life. The demand for electronics is fuelling a competitive and dynamic global electronics industry employing approximately 18 million people. The demand has also resulted in the rapid growth of e-waste, which has become one of the fastest growing streams of waste in the world.

CONSENSUS BUILDING

The Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (e-waste) was held in Geneva on 9–11 April 2019. The Forum adopted points of consensus on advancing decent work and protecting the environment in e-waste management, with a focus on ways to address informality, improve safety and health, and to promote the generation of sustainable enterprises and decent employment opportunities. To assist the discussion at the above-mentioned Forum, SECTOR published an issues paper on *Decent Work in the Management of Electrical and Electronic Waste (E-Waste)*.

KNOWLEDGE DEVELOPMENT

SECTOR published three working papers in 2018-19: *From Waste to Jobs: Challenges and Opportunities for Decent Work in the Management of E-waste in Nigeria*; *From Waste to Jobs: Challenges and Opportunities for Decent Work in the Management of E-waste in India*; and *The Electronics Industry in Indonesia and its Integration into Global Supply Chains*.

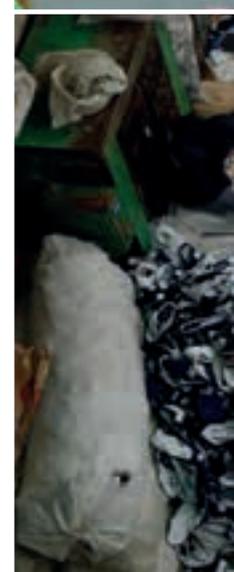
CAPACITY DEVELOPMENT

SECTOR helped design and facilitate an e-waste module for an innovative training course by the International Training Centre of the ILO: *Opportunities for Green Jobs in the Waste Sector*, which was held in Turin in 2018 and 2019.

In many countries, the Information and Communication Technology (ICT) sector is facing a shortage of skilled ICT workers. A lack of skilled labour will constrain future growth and job creation in the sector, but with the right policies in place, the digital economy could make a significant contribution to advancing decent work and inclusive economic growth at the global, regional and national levels. This is the focus of The Future of Work in Information and Communication Technology development cooperation project, funded by the Government of Japan. The first report under this project, entitled *Skills Shortages and Labour Migration in the Field of Information and Communication Technology in India, Indonesia and Thailand*, was published in June 2019.

POLICY COHERENCE

SECTOR contributed to setting up the United Nations E-waste Coalition, which is designed to raise awareness and increase understanding of e-waste, as well as to support the implementation of integrated action among UN agencies to tackle the issue. Better coordination and cooperation among UN agencies can help ensure significant progress in the area of e-waste management.





Textiles; clothing; leather; footwear

The textiles, clothing, leather and footwear industries employ millions of women and men and have helped lift tens of millions more out of poverty. In recent years, the industries' growing environmental footprint – as well as the prevalence of poor working conditions in a number of firms in some countries – have raised questions about the sustainability of the current model of consumption, production and organization of work. The industries are expected to change rapidly in the years to come due to technological, demographic and environmental transformations as well as globalization and trade turbulence.

CAPACITY DEVELOPMENT

To assist constituents in textiles and clothing producing countries in shaping a brighter future of work, SECTOR is implementing a research project, funded by the Government of the Netherlands, which analyses the future skill needs of the textiles and clothing industries in Bangladesh, Brazil and Ethiopia. The project will provide inputs for sectoral stakeholders to design and implement skills strategies which will enable the development of skills that the industries need to succeed and grow, while ensuring that workers have access to decent and productive jobs.

KNOWLEDGE DEVELOPMENT

In February 2019, SECTOR published a working paper *The Future of Work in Textiles, Clothing, Leather and Footwear* to facilitate discussions in the centennial year of the ILO and beyond. The paper analyses the challenges brought about by technological advances, demographic shifts, environmental change and globalization for the realization of decent work in low, middle and high-income countries.

POLICY COHERENCE

SECTOR has secured a key role for the ILO in the newly established UN Alliance on Sustainable Fashion, which aims to reduce fashion's negative environmental and social impacts and to turn the industry into a driver for the achievement of the SDGs. SECTOR participated in the fashion panel discussion that took place during the fourth session of the UN Environment Assembly.

SECTOR has continued its collaboration with the OECD to advance decent work and responsible business conduct in the garment and footwear sectors. SECTOR organized a special session on the future of work in the industry at the OECD Forum, Preparing Now for the Future of Work in the Garment and Footwear Sectors, which was held in Paris on 14 February 2019.





Shipping; Ports; Fisheries; Inland Waterways



Ships carry more than 90 per cent of world trade. This includes the bulk transport of raw materials, and the import and export of food and manufactured goods. The industry is sensitive to global economic trends because the global demand for commodities drives the demand for shipping services.

The fishing sector is facing pressures, such as decent work challenges, climate change, over-fishing, and illegal, unreported and unregulated (IUU) fishing. Work in the sector also has its own special characteristics, which include payment, in part or in full, based on a share of the sale of the catch; work in the marine environment; and the fact that fishers both work and live on board vessels, often for extended periods. Many fishers work on vessels flying the flag of countries other than those in which they reside or are nationals, often finding their work through private recruitment and placement services and other forms of private employment agencies.



Navigation on inland waterways is a sustainable way of transporting both people and goods. There are close links between maritime shipping and inland navigation - and an inter-linkage between the two sectors within the transport supply chain. The sector has the following characteristics: increased re-flagging of vessels; river cruise sector growth; increased hiring of non-national workers; increased effects of technological innovations on the workforce; and greening efforts.

CONSENSUS BUILDING

The Third Meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006, as amended (MLC, 2006) was held in Geneva from 23 to 27 April 2018. SECTOR collaborated with NORMES to support the meeting. It adopted the 2018 amendments to the MLC, 2006, relating to the protection of seafarers' wages and entitlements during captivity resulting from acts of piracy or armed robbery against ships. These amendments are expected to enter into force on 26 December 2020. It also adopted resolutions concerning seafarers' abandonment; decent work in inland navigation; the facilitation of shore leave and transit of seafarers; updating flag and port State control guidelines to reflect the 2014, 2016 and 2018 amendments to the Convention; and updating of the process for submitting proposals for amendments to the MLC, 2006.



The Subcommittee on Wages of Seafarers of the Joint Maritime Commission was held in Geneva from 19 to 20 November 2018. This Subcommittee, composed of seafarers and shipowners' representatives, meets every two years to update the basic pay or wages of able seafarers. This subcommittee is special in that it is the only committee within the ILO that is bipartite, and it sets the basic wage for the industry.

The Southeast Asia Conference on Regional Coordination and Action to Combat Trafficking and Labour Exploitation in Fisheries involved two major workshops: a Workshop on Strengthened Regional Coordination to Combat Trafficking and Labour Exploitation in Fisheries (Bali, Indonesia, 26–27 November 2018); and a Workshop to Promote Decent Work for Fishers in Southeast Asia (Bali, Indonesia, 28–29 November 2018). These workshops were outcomes of the SECTOR collaboration with the SEA Fisheries Project (Strengthened Coordination to Combat Trafficking in Fisheries in South East Asia). The Conclusions of the Workshop to Promote Decent Work for Fishers in Southeast Asia call for the widespread ratification and effective implementation of the Work in Fishing Convention, 2007 (No. 188), as well as of the Protocol of 2014 to the Forced Labour Convention, 1930 (No. 29).

KNOWLEDGE DEVELOPMENT

A working paper entitled *The Flexibility Clauses of the Work in Fishing Convention, 2007 (No. 188)* was published in 2018. It explains the flexibility clauses contained in Convention No. 188 and how they may be used by States when considering its ratification and when putting in place national laws, regulations or other measures to implement its provisions.

DEVELOPMENT COOPERATION

The Portworker Development Programme in Bulk Terminals (PDP II) has been developed with the long-term global goal of ensuring the safety, health, welfare and vocational training of port workers and assisting countries in establishing and improving their port training capability. The main focus of PDP II is on occupational safety and health and environment issues. The training materials target port workers employed in bulk terminals handling major dry bulk cargoes. The Government of the Republic of Korea provides generous support for the project. SECTOR participated in the Port Worker Development Programme in Bulk Terminals II workshop in Seoul, Republic of Korea, held on 27–31 May 2019, to promote this training material, which is aimed at ultimately benefiting over 300,000 workers employed at more than 1,500 terminals across the globe. Chief Instructors' Manual for PDP I was translated into Spanish (Programa De Desarrollo Para Trabajadores Portuarios – Manual Del Instructor Principal).

SECTOR also collaborated with other ILO technical units on the project, *Combatting Unacceptable Forms of Work in the Thai Fishing and Seafood Industry* (Ship to Shore Rights Project). This project led to the ratification in Thailand of Convention No. 188 and the Protocol of 2014 to the Forced Labour Convention, 1930 (P29). Other work undertaken includes the finalization of training material on the inspection of fishing vessels based on the *Guidelines on Flag State Inspection of Working and Living Conditions on Board Fishing Vessels, and the Guidelines for Port State Control Officers Carrying out Inspections under the Work in Fishing Convention, 2007 (No. 188)*.

POLICY COHERENCE

The Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers was held in Geneva from 28 February to 1 March 2019. The Conclusions of the Meeting dealt with the issues of cadet and trainee berths; recruitment and placement; automation and digitalization; loneliness and isolation; social media and internet connectivity; and governmental responsibilities towards seafarers. Its conclusions concern, among other matters, the need to market opportunities for women in positions at sea and ashore, to identify role models and establish mentoring and networking programmes for women seafarers and groups vulnerable to discrimination, and to establish policies of zero tolerance on bullying and harassment.

A Joint Working Group (JWG) of three UN agencies – FAO, ILO and the International Maritime Organization (IMO) – met in Torremolinos, Spain, from 23 to 25 October 2019, to address IUU fishing. Employers' and Workers' representatives nominated by their respective groups represented the ILO at the JWG. Its recommendations included that the three organizations promote and support the development of ways to increase coordination and information sharing for inspection procedures at the national level.

In November 2019, the ILO, together with the FAO, the Holy See and others, celebrated World Fisheries Day at an event in Rome, which had a focus on ensuring social sustainability throughout the long and complex value chains of the fisheries and aquaculture sectors.

Transport (including civil aviation, railways, road transport)

Aviation has continued to expand. Historically, air transport has doubled in size every fifteen years and has grown faster than most other industries. In 2016, reports from the International Air Transport Association (IATA) indicated that airlines worldwide carried around 3.8 billion passengers annually and 53 million tonnes of freight. Every day, more than 100,000 flights transported over 10 million passengers and around US\$ 18 billion worth of goods. Airlines, air navigation service providers and airports directly employed over 3 million people, with a further 5.5 million working in other on-airport positions. In addition, aviation supported 52.8 million indirect, induced and tourism-related jobs.

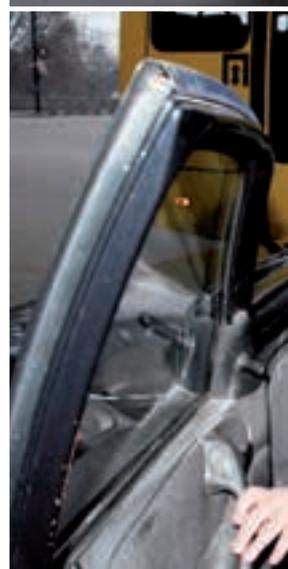
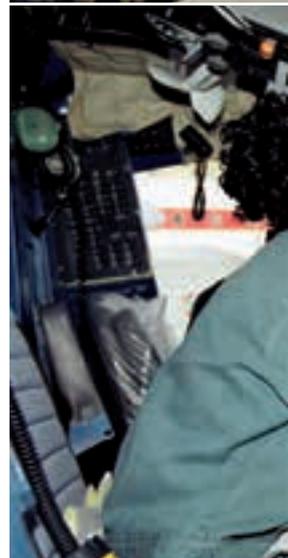
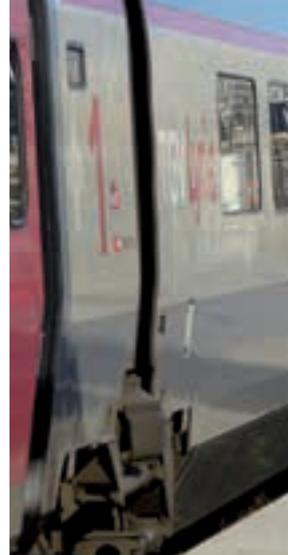
Rail and metro systems have significant infrastructural presence, affecting commuting, real estate, urban development, planning, and public employment. Since the advent of the development of rail and metro systems, various technological changes have affected the way that work is organized.

Commercial road transport vehicles are involved in approximately 10-22 per cent of all road crashes. At the same time, the sector presents driver and skills shortages that have become a main source of concern in a number of countries and regions. Shortages are more prevalent for long-haul than for urban operations.

CONSENSUS BUILDING

The Meeting of Experts to Adopt Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector (Geneva, 23–27 September 2019) adopted *Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector*. The guidelines include measures for the promotion of decent work and road safety, as well as means of action that focus on best practices in road transport safety with the objective of protecting the community and road transport workers from all health and safety hazards, preventing accidents and promoting safe and fair remuneration. In addition, preparatory work for the Meeting of experts included a compendium of the ILO's work for the road transport sector (1938 to 2015).

The Greater Mekong Sub-regional Meeting on Road Freight Transport Safety, was held in Bangkok, Thailand, from 15 to 17 January 2019. The meeting brought together tripartite delegates from six Greater Mekong Sub-region member States: Cambodia, China, the Lao People's Democratic Republic, Myanmar, Thailand and Viet Nam. The meeting adopted Recommendations on road freight transport safety around three primary issues: promoting the development and alignment of national regulations applicable to the sector; enhancing working conditions, diversity and welfare facilities for truck drivers - also with a view to addressing shortages of skilled





truck drivers; and acknowledging that economic pressure from supply chain management practices influence worker earnings, enterprise profitability and road safety practices in the industry. SECTOR published an informal note - *Making the Link: Decent Work and Road Freight Transport Safety* - for the Greater Mekong Sub-regional Meeting on Road Freight Transport Safety.

POLICY COHERENCE

SECTOR has engaged in a number of efforts to reactivate cooperation with the International Civil Aviation Organization (ICAO). This included participation at the ICAO's Next Generation of Aviation Professionals Summit (November 2017), where it promoted a human factors and decent work approach. In addition, the ICAO has provided inputs and data to the ILO that were included in a paper on women in the aviation sector. Furthermore, the ILO has been engaging in negotiations with the ICAO to update the 1953 Memorandum of Understanding. These have entailed two visits to Montreal and two conference calls to refine the details and scope on a possible future updated agreement between both agencies.

KNOWLEDGE DEVELOPMENT

SECTOR published a working paper on *Women and Aviation: Quality Jobs, Attraction and Retention*. Professions within civil aviation are very much segregated by gender: pilots, mechanics and air traffic controllers are predominantly male, whereas the majority of cabin crew are women. The gender gaps in the sector's labour force have not narrowed during the last decades. Under a decent work lens, the paper embarks on a quest to answer the following questions: why are women underrepresented in many aviation professions? And, why are discrimination, violence and harassment so pertinent problems in the aviation industry? The paper concludes with a range of measures and tools available to tripartite constituents to diversify and promote women workers in the aviation industry.

Education

Access to education at all levels has increased over the past few decades, with tertiary enrolment doubling over the last 20 years and many countries reaching universal primary education enrolment. Nonetheless, sixty-nine million new teachers will be needed worldwide by 2030 to reach SDG indicator 4.1 which ensures universal primary and secondary education. Poor working conditions and wages for teachers, as well as exposure to violence and heavy workloads, have made it difficult to recruit and retain motivated and skilled teachers, especially in rural areas. In tertiary education, harassment and the growing use of fixed-term contracts have created persistent decent work challenges. Finally, education support personnel are often excluded from conversations about education policy and working conditions despite the important role they play in the education ecosystem.

CONSENSUS BUILDING

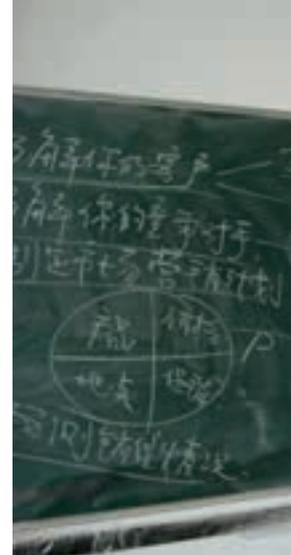
The Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education was held in Geneva from 18 to 20 September 2018. The meeting examined the varied employment and working conditions of tertiary teaching personnel. It also adopted points of consensus, requesting SECTOR to conduct research on education support personnel, gender equity in tertiary education, and the use of contingent fixed-term employment in tertiary education.

Based on its long-standing cooperation with the United Nations Educational, Scientific and Cultural Organization (UNESCO) in the area of teachers, SECTOR organized the 13th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), in Geneva from 1 to 5 October 2018. The CEART examined a number of urgent issues affecting teaching personnel, including the privatization of education, teaching in post-secondary Technical and Vocational Education and Training (TVET) institutions, teachers and the future of work, and education financing. The Joint Committee also examined a number of allegations from teacher unions regarding the application of the Recommendations.

On the occasion of its 50th anniversary, the CEART also issued a declaration entitled: Education is Not a Commodity: Teachers, the Right to Education and the Future of Work.

KNOWLEDGE DEVELOPMENT

In 2018, SECTOR also published an issues paper on *Employment Terms and Conditions in Tertiary Education*, which examined employment, terms and conditions of employment, governance and social dialogue, and equality and non-discrimination in tertiary education institutions.





CAPACITY DEVELOPMENT

SECTOR organized a training workshop in Nakuru, Kenya, from 15 to 19 April 2018 to train government and trade union officials on social dialogue in the higher education sector. The five-day workshop brought together high-level negotiation partners in a neutral training setting and allowed them to explore obstacles and solutions to overcoming social dialogue impasses in the country.

Together with UNESCO, the Moroccan Education Ministry and the German Development Cooperation Agency, SECTOR organized an African Conference on Quality Early Childhood Education and the Professionalization of Educators to promote the Arabic version of the ILO Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel in Casablanca, Morocco, from 4 to 5 December 2019.

The initiative entitled Strengthening Multi-Partner Cooperation to Support Teacher Policy and Improve Learning, which is funded by the Norwegian Agency for Development Cooperation, has as partners the ILO, Education International (EI), UNESCO, the United Nations High Commissioner for Refugees (UNHCR), the United Nations Children's Fund (UNICEF), the Global Partnership for Education, the World Bank and the International Task Force on Teachers for Education 2030. It aims to improve teacher policies in Burkina Faso, Ghana, Malawi, and Uganda. The ILO has supported the development of national teacher policies from a decent work perspective, as well as the social dialogue component of the project, together with EI.

POLICY COHERENCE

SECTOR represents the ILO in the SDG 4-Education 2030 Steering Committee as well as in the Steering Committee of the International Task Force on Teachers for Education 2030. Through these forums, SECTOR has advocated for social dialogue, gender equality, and accessible and quality early childhood education.

Health services

In 2018, the health and social services sectors provided for 130 million jobs worldwide. The sector's average annual employment growth was double that of general employment growth – 2.8 per cent as compared to 1.3 per cent during the 2005-13 period. The sector is a significant source of employment for women, who constitute 70 per cent of the workforce. The migration of health workers is increasing and becoming more complex; it can be a means of facilitating access of health workers to labour markets as well as filling gaps in the workforce in destination countries.

CONSENSUS BUILDING

The Tripartite Technical Workshop for the SADC Region on Investing in the Health Workforce: Employment and Decent Work in the Health Sector was held in Johannesburg, South Africa, from 10 to 12 September 2019. The meeting adopted recommendations for the development of a SADC health workforce strategy and a set of Conclusions, which emphasized the importance of policy coherence and social dialogue for sustainable health workforce strategies and the need to secure sustainable financing for health systems.

KNOWLEDGE DEVELOPMENT

In February 2019, SECTOR published a working paper *The Future of Work in the Health Sector*. The paper explores a number of megatrends that are expected to affect the future of work in the health sector, including demographic changes, globalization, technological advances, and environmental and geopolitical developments. The working paper was presented to a European Commission-hosted meeting entitled Working for a healthier future, held in Brussels on 1 April 2019.

CAPACITY DEVELOPMENT

Guided by the recommendations of the United Nations High-Level Commission on Health Employment and Economic Growth, the ILO-OECD-WHO Working for Health programme was established to coordinate, enhance and extend coherent policy advice, technical assistance and capacity support to countries and constituents. The purpose of the programme is to catalyse the expansion and transformation of the health and social workforce in all countries; develop global public goods; and provide targeted technical





assistance at the regional level and in priority and pathfinder countries. At the end of 2019, country projects have been developed for 14 countries and two regions (West African Economic and Monetary Union (WAEMU) and SADC. Global projects on health worker mobility and inter-agency exchange on health worker data have also been developed.

POLICY COHERENCE

With the support of the Working for Health programme, the WAEMU inter-ministerial meeting – held in Abidjan, Cote d'Ivoire, on 4 May 2018 – adopted the first ever subregional health workforce investment action plan. This plan aims to mobilize financial resources for the creation of decent health and social welfare sector jobs. The meeting brought together all relevant ministries of the WAEMU countries for the first time, including the ministries of health, labour and employment, finance, education, higher education and the civil service.

Public service

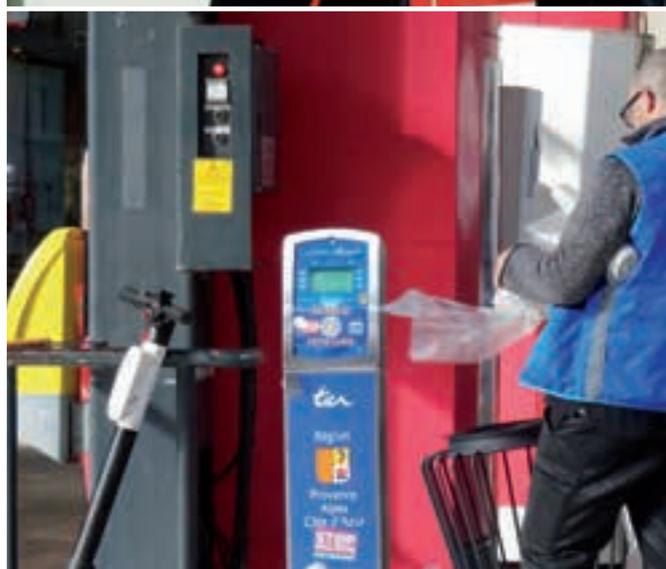
The State is the largest – or the single most important – employer in almost all countries. Public service personnel comprise persons employed by the public authorities at central, regional and local levels, and include both civil servants and public employees. Decent work for public workers is an important strategy for ensuring equitable access to quality public services. In order to achieve sustainable national development and poverty alleviation, the promotion of good governance and transparency through effective social dialogue in public service is essential.

CONSENSUS BUILDING

The *Guidelines on Decent Work in Public Emergency Services* were adopted by a Meeting of Experts held in Geneva from 16 to 20 April 2018. They contain proposals for action to provide employment security, workplace safety and health guarantees and social protection to public emergency workers, including volunteer workers, so they can devote all their energies to protect communities against the impacts of disasters.

KNOWLEDGE DEVELOPMENT

In September 2019, SECTOR published a working paper *Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors*. The paper examines the specific tasks carried out by the public and financial sector workers who are considered as whistle-blowers, and which trigger the related legal protections. The topic, which has been discussed in the context of the review of items for the agenda of future sessions of the International Labour Conference, is now considered sufficiently mature for examination by a meeting of experts. SECTOR also published two working papers: *Social Dialogue in the Public Service in selected countries of the European Union* (July 2018); and *Scope of Collective Bargaining in the Public Service* (November 2019).





Utilities

Both water and electric utilities face competing patterns of privatization and remunicipalization. In the case of electric utilities, privatization has prevailed but in both sub-sectors, privatization has seen some challenges. Social dialogue has fallen short of its potential to deal with such challenges, which represents an opportunity for consensus building. Employment in both sectors has been stable; however, women are still underrepresented in formal employment, while carrying a large burden of the unpaid care work. Sanitation issues are gaining increased attention from the international community on dimensions such as access to sanitation facilities in workplaces, water fetching and the working conditions of sanitation workers – arguably one of the groups that face the largest decent work deficits.

CAPACITY DEVELOPMENT

In 2016, SECTOR produced *WASH@Work: a Self-Training Handbook*. The Handbook highlights ILO Conventions, Recommendations and Codes of Practice that refer to access to water, sanitation and hygiene in the workplace. It furthermore provides checkpoints and checklists for governments and the social partners to abide by the principles contained in the Handbook. SECTOR presented a second edition to Malawi.

POLICY COHERENCE

SECTOR has led the ILO's contribution to several UN-Water publications, including the World Water Development Reports for 2018 and 2019, and the *SDG 6 Synthesis Report 2018 on Water and Sanitation*, launched at the High-Level Political Forum in 2019. SECTOR organized and led the ILO's participation in the World Water Day and World Toilet Day campaigns in 2018 and 2019, respectively. In addition, SECTOR leads the ILO's contribution to inter-agency initiatives on water fetching, access to WASH in workplaces and the working conditions of sanitation workers.

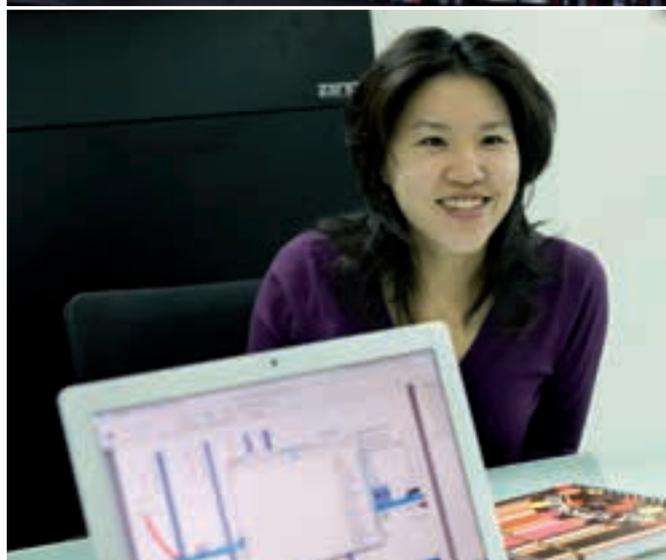
The latter collaboration resulted in the publication of a joint initial assessment titled "Health, Safety and Dignity of Sanitation Workers" with the World Bank, WHO and WaterAid.

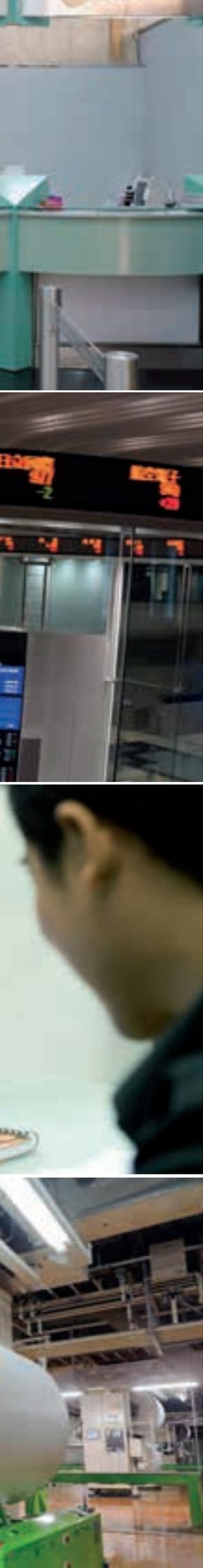
Financial services; professional services

While the contribution of the financial services sector to global employment rose after the financial crisis, and is bound to increase in the coming years, globalization and new technologies will continue to have a strong impact on the way that work in the financial sector is organized. New developments around impact investment and blended finance are emerging as drivers in promoting SDGs, and contributing to both economic growth and job creation.

KNOWLEDGE DEVELOPMENT

In September 2019, SECTOR published a working paper *Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors*.





Media; culture; graphical

The cultural and creative sectors generate nearly 30 million jobs worldwide, however, the sector is evolving rapidly due to technology, with a trend towards the increased use of freelancing arrangements. Violence and harassment have been plaguing the entertainment industry, and attacks against journalists are on the increase. In the world of sport, athletic unions are increasingly addressing issues such as freedom of association and social dialogue, occupational safety and health, social protection and equality.

KNOWLEDGE DEVELOPMENT

SECTOR published a working paper in 2019 on *Challenges and Opportunities for Decent Work in the Culture and Media Sectors*. The paper examines employment in culture and media in 16 countries, as well as policy options to improve media and culture workers' rights to equitable treatment.

Furthermore, SECTOR collaborated with the ILO's Social Protection department – in the context of the current discussion on the future of work – to analyse social protection systems in different countries and the ways in which they apply to workers in the entertainment industry. A mapping exercise of social protection systems and their coverage of workers in the media and entertainment sector was prepared, which will inform broader research on adapting social protection mechanisms to the specific characteristics of workers in the cultural and creative industries.

CAPACITY DEVELOPMENT

From 27 to 28 May 2019, SECTOR participated in the FIM International Freelance Conference in Copenhagen, organized by the International Federation of Musicians (FIM), and led a discussion on social protection gaps among freelance musicians. The ILO's support helped identify key areas of work around access to safety and health and welfare.



SECTOR also presented the newly adopted ILO Violence and Harassment Convention, 2019 (No. 190) and its accompanying Recommendation (No. 206), as well as the preliminary results of the union-based survey on sexual harassment in the entertainment industry, at the Global UNI MEI Executive Committee meeting and the UNI MEI Global Women Working Group in Madrid, Spain, on 14 October 2019.

POLICY COHERENCE

SECTOR has supported a UNESCO-led campaign of building and strengthening national mechanisms for the safety of journalists by introducing a decent work perspective. While attacks against journalists are a serious violation of the freedom of expression, they are also a workplace violence issue which the ILO can help address through the recently adopted Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019.

Annex I.

Global meetings: Geographic and gender representation in 2018-19

Meeting of Experts to Adopt Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector, Geneva, 23-27 September 2019



Technical Meeting to Promote an Exchange of Views on the Further Development and Implementation of the Integrated Strategy to Address Decent Work Deficits in the Tobacco Sector, Kampala, Uganda, 3-5 July 2019



Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry, Geneva, 6-10 May 2019



Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (E-waste), Geneva, 9-11 April 2019



Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers, Geneva, 25 February-1 March 2019



Global Dialogue Forum on Challenges for Decent and Productive Work arising from Digitalization in the Chemical and Pharmaceutical Industries, Geneva, 10-12 December 2018



Subcommittee on Wages of Seafarers of the Joint Maritime Commission, Geneva, 19-20 November 2018



Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education, Geneva, 18-20 September 2018



Meeting of Experts to adopt Guidelines on Decent Work in Public Emergency Services, Geneva, 16-20 April 2018



Meeting of Experts to adopt a Code of Practice on Safety and Health in Shipbuilding and Ship Repair, Geneva, 22-26 January 2018



Annex II.

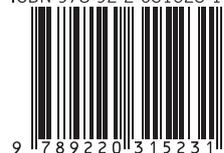
Regional and national meetings

- African Conference on Quality Early Childhood Education and the Professionalization of Educators to Promote the Arabic version of the ILO Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel, Casablanca, Morocco, 4-5 December 2019
- National Tripartite Workshop on Improving Occupational Safety and Health – Towards a Safe and Sustainable Ship Recycling Industry in India, Mumbai, India, 26-27 September 2019
- ARLAC-ILO Tripartite Workshop on Promoting Quality Jobs and Decent Work in the Rural Economy, Harare, Zimbabwe, 23-27 September 2019
- Tripartite Technical Workshop for the SADC Region on Investing in the Health Workforce: employment and decent work in the health sector, Johannesburg, South Africa, 10-12 September 2019
- Subregional Tripartite Workshop on the Promotion of the ILO Guidelines on Decent Work and Socially Responsible Tourism, Arusha, Tanzania, 21-22 May 2019
- Workshop on Unlocking the Potential of Rural Economies through Investment in the Skills Development and Employability of Youth in the Agricultural Sector in Central Africa, Brazzaville, Republic of the Congo, 12-14 February 2019
- Greater Mekong Sub-regional Meeting on Road Freight Transport Safety, Bangkok, Thailand, 15-17 January 2019
- Southeast Asia Conference on Regional Coordination and Action to Combat Trafficking and Labour Exploitation in Fisheries: including Workshop on Strengthened Regional Coordination to Combat Trafficking and Labour Exploitation in Fisheries (Bali, Indonesia, 26-27 November 2018); and Workshop on Promotion of Decent Work for Fishers in Southeast Asia (Bali, Indonesia, 28-29 November 2018)
- Tripartite Workshop on Decent Work for Youth at the Centre of Rural Transformation in SADC countries, Harare, Zimbabwe, 21-23 August 2018
- Tripartite National Dialogue on the Future of Work in the Tea Plantation Sector in Sri Lanka, Colombo, Sri Lanka, on 14 June 2018

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ISBN 978-92-2-031523-1



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