



Governing Body

Geneva, November 2009

THIRTEENTH ITEM ON THE AGENDA

Report of the Committee on Sectoral and Technical Meetings and Related Issues

1. The Committee on Sectoral and Technical Meetings and Related Issues (STM) met on 9 November 2009. The Meeting was chaired by Mr Héthy (Hungary). The Employer and Worker Vice-Chairpersons were Mr Moore and Mr Zellhoefer, respectively.
2. The Chairperson congratulated Mr Moore on his appointment as Employer Vice-Chairperson and welcomed him to the Committee.
3. Mr Dragnich, Executive Director of the Social Dialogue Sector, congratulated Mr Moore. Since he had noticed that many members present were new to the Committee, he provided a short overview of the work of the Committee as well as the changes made to its working procedures and sectoral activities through the reorientation of the Sectoral Activities Programme. He stressed that, also in the context of the reform of the Governing Body, the adoption of the new orientation in 2007 was not a final destination, but a milestone in an ongoing, dynamic process. He invited suggestions on how to make the Committee's work more interactive. Opportunities for collaborative work might, for example, help participants in their preparatory work and assist the work of the Committee.
4. The Worker Vice-Chairperson welcomed Mr Moore as new Employer Vice-Chairperson and expressed his appreciation of the collaboration and the good work demonstrated by Mr Trogen, Mr Moore's predecessor. He agreed that the changes had made sectoral activities more constituent-driven and suggested that, in the future, some tasks that were still dealt with by the whole Committee could be delegated to its Officers. His group understood that future amendments to the procedures were not necessarily dependent on the reform of the GB and would continue to make suggestions in the future. The benefits of the new orientation had already manifested themselves in the speed with which the Sectoral Activities Programme had reacted to the crisis.
5. The Employer Vice-Chairperson thanked the speakers for their remarks and pointed out that he was glad to be working with them. Sectoral activities were the place where theory met reality and, thus, provided a good basis for practical action.

1. The sectoral dimension of the ILO's work: Update of sectoral aspects regarding the global economic crisis

6. Mr Dragnich introduced the paper,¹ restated the importance of the sectoral dimension of the crisis and highlighted that the Office has been involved in a number of areas to further advance the implementation of the Global Jobs Pact, including: (i) collection and dissemination of sector-specific labour market data and research, which informed the preparation of a series of sectoral assessments in severely affected industries, such as financial services, construction, automotive, civil aviation, and clothing and textiles; (ii) support of country-level diagnostic capacities; and (iii) monitoring and assessment of policy measures. The report prepared by the Office reviewed sector-specific stimulus packages in over 60 countries.
7. Ms Tinoco, Director, Sectoral Activities Department, gave a presentation of the report. She explained that GB.306/STM/1 was prepared following the March 2009 session of the Governing Body, which recommended that the Office monitor the impact of the global economic crisis at the sectoral level. She highlighted that the purpose of the document was to provide information about the various sectoral actions undertaken by the Office in regard to the global economic crisis, and seek guidance from the STM Committee on the proposed forthcoming initiatives, in particular in relation to the Global Jobs Pact.
8. While the economy had shown signs of recovery, the employment outlook at sectoral level remained difficult. Despite robust and unprecedented government response, more needed to be done to focus stimulus packages to retain and create decent work. The Global Jobs Pact could play a critical role in the recovery of several of the affected sectors. Impact assessments for March 2010 targeted the tourism, public services, health and education sectors. She was looking forward to the discussion to assist the Office to establish priorities.
9. The Worker Vice-Chairperson thanked the Office for preparing a comprehensive paper, in particular on the impacts and responses to the crisis in the textiles and clothing and civil aviation sectors. He noted that a number of papers had been made available and although they provided good and detailed information, more was still needed. The Workers looked forward to the upcoming sectoral reports to be presented in March.
10. The upcoming discussions in the other Committees, the Working Party and the Governing Body, would lead to the setting of priorities with regard to the implementation of the Global Jobs Pact. Based on those priorities, activities should be planned and carried out through a coherent, comprehensive and integrated approach, in order to limit ad hoc and individual responses. A macroeconomic policy framework was required that was geared at the creation of decent and productive employment, while maintaining or increasing demand and wages. Sectoral policies should be aligned with this framework and also be based on social dialogue, protection of workers' rights and implementation of labour standards.
11. The Workers took note of paragraph 6, which described higher job losses among men than women. In this context, two issues needed to be considered: it might be more difficult to assess the exact impact of unemployment on women as they are generally employed in jobs down the supply chain; and there might be a trend, even in sectors dominated by female workers, to lay off more regular staff so as to re-hire them later on with precarious contracts. Both issues might require further information.

¹ GB.306/STM/1.

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12. In regard to paragraph 9, Mr Zellhoefer expressed concerns about the widespread deterioration of working conditions identified. Responses to the crisis had to deal with these on a priority basis, especially the avoidance of wage deflation. Similarly, national responses needed to take into consideration precarious and migrant workers who, as described, had been hardest hit by the crisis.
 13. The Worker Vice-Chairperson expressed his extremely serious concern regarding the creation of rather vulnerable and non-regular forms of work, as stated in paragraph 10. There was a risk that, with the crisis, precarious work became the norm, as experienced in the Asian crisis. He added that although the crisis was appearing to be bottoming out, re-hiring would likely take a considerably longer time frame.
 14. As demonstrated by the Global Dialogue Forum for financial workers, the recovery and rescue of the banking system did not seem to have led to the reduction of job losses. A real danger persisted that the practices that had led to the crisis would be reinstated. He suggested that the ILO should ensure that proposals for changes in the regulations were discussed by the social partners.
 15. The Global Dialogue Forum on infrastructure procurement had also given rise to the question of how many infrastructure projects funded by stimulus packages were procured in accordance with the Labour Clauses (Public Contracts) Convention, 1949 (No. 94). Information on this issue should be included in the next Office report.
 16. Commenting on the findings of the section on the textiles sector, the Worker spokesperson suggested that more needed to be done to address the impact of the crisis in this sector, more especially after the end of the Multi-Fibre Arrangement. A comprehensive and integrated approach was needed that took into account trade and industrial policies and their impacts, in particular, in the developing countries, as well as social protection policies, training and up-skilling. Working conditions and respect for workers' rights remained poor in the sector. Therefore, he asked the Office to clarify whether the ILO Better Work Programme strategies had been reassessed in light of the crisis.
 17. Turning to paragraph 37, Mr Zellhoefer stressed that the Global Jobs Pact should be integrated in future sectoral activities, including those that were already planned for 2010–11, and that further consideration be given to the assessment of its impact at sectoral level. More details about the proposed national and regional tripartite events mentioned were of interest to his group.
 18. He acknowledged, as mentioned in the document, that stimulus packages had not prioritized employment creation enough and that there was a greater need to put social dialogue at the heart of the crisis responses in the sectors and in broader sectoral development plans.
 19. The Workers supported the proposed activities for the promotion of social dialogue as well as data collection and dissemination, but concrete assistance in the sectors affected was also needed with regard to promotion and protection of standards, social protection, maintaining wage levels and jobs and skills training.
 20. The Workers welcomed the in-depth analysis to be presented in March 2010 in the sectors proposed by the Office and would particularly encourage looking at the longer term aspects in global production systems with a renewed focus on industrialization in developing countries. The development of diverse and higher value added production together with higher productivity and wages are, in the view of the Workers, essential for the creation of productive and decent employment. This required a shift in national

approaches to trade and development, and a better balance between a focus on exports versus the need to build domestic demand.

21. Referring to the activity proposed in paragraph 53, Mr Zellhoefer expressed the hope that the Office would go beyond monitoring stimulus packages. Concrete proposals were needed to ensure that stimulus packages took account of the Global Jobs Pact and the priorities established in the Governing Body committees.
22. A Worker member from Canada, Ms Byers, added that the impact of the crisis in the public sector was yet to be seen. She reported that federal, provincial, territorial and municipal governments were running budget deficits. These would be used as an excuse to cut jobs and increase part-time or temporary work, ultimately leading to more individuals and communities being affected. Nurses and teachers had already been laid off in some provinces. Workers in Canada believed that there would also be increased job losses in the services sectors. In reference to the gender aspects covered in the report, she suggested that the figures for women should be analysed not only in absolute numbers, but also in relation to their share of employment. Relative to their participation in the workforce, more women may have been losing jobs in the manufacturing sector. Due to this development, the progress made in Canada toward equality was at risk. Therefore, stimulus packages were needed not only to create opportunities for labour-intensive, often male-dominated industries, but social infrastructure also needed to be rebuilt.
23. A Worker member from India, Mr Adhyantya, concurred with the Office's assessment regarding the relevance of considering data from countries such as China, India and Indonesia. Adding data from those countries would make the employment situation look even more disturbing. Significant job losses had taken place in the manufacturing and the textile sectors in India. Factors such as the lack of energy and droughts, as a result of climate change, were additional threats. Examples such as the recent alarming developments in Karnataka State, proved that stimulus packages needed to include infrastructure development and power generation projects.
24. The Employer Vice-Chairperson welcomed the report and thanked the Office for its work. He stated that the Employers had no particular comments at that moment but would like to put some thoughts forward in the future.
25. The representative of the Government of the Bolivarian Republic of Venezuela, speaking on behalf of GRULAC, thanked the Office for a very valuable and informative document. It responded to the request made at the 98th Session of the International Labour Conference for assisting governments and social partners with further analysis and diagnostics of the impacts of the crisis at sectoral level. GRULAC agreed with the assessments made in the report, in particular regarding the challenging labour market prospects. The document contained three important findings: the widespread decline of employment across sectors confirmed the broad and global impact of the crisis; the public sector had created employment in the context of the crisis and played a critical role in stabilizing others such as the financial, automotives and construction sectors through measures and incentives; and the crisis had unleashed the deterioration of working conditions and affected especially vulnerable workers, such as temporary and migrant workers.
26. The report also highlighted two important aspects for the current debate of the Committee and future work of the ILO, namely: the limits to the implementation of stimulus packages; and the need for self-sustained growth policies. GRULAC supported the forthcoming actions outlined in the report, in particular: in-depth sectoral analysis; the promotion and facilitation of social dialogue; and the strengthening of national and regional diagnostics. Particular attention should be given to developing countries and to informal workers from

a sectoral perspective in an integrated way. It was suggested that the Office contribute, with a sectoral perspective, to the forthcoming discussions of the G20 Labour Ministerial Meeting in March 2010.

27. The representative of the Government of Zambia was impressed with the analysis and the statistical information in the paper. It brought a gender perspective and was timely. The Africa group supported the views in paragraph 1 in regard to the implementation of the Global Jobs Pact. The Pact had recently been adopted by African labour ministers and complemented the conclusions of the Ouagadougou Summit of 2004.
28. More comprehensive data about the real impact of the crisis was needed. Other sectors such as mining and tourism also needed to be covered. In the mining sector significant numbers of jobs had been lost in the Democratic Republic of the Congo, Zambia and Botswana. The effects of the crisis in Africa were already visible in other indicators such as the decline of economic growth from 5 to 2 per cent; the reduction of foreign direct investment; the decline of commodity export prices, in particular in agriculture and mining; high volatility and decline of some stock market indices; the reduction of remittances from migrant workers; and the weakness of some currencies. Several member States were already facing difficulties in accessing international financial markets.
29. He concurred with the statement of paragraph 9 of the paper, as the African region had also noted a deterioration of working conditions in several sectors. A number of member States had responded differently to the economic and social crisis. The Africa group, therefore, recommended that the Office collect and disseminate good practices and success stories, as referred to in paragraphs 16 and 17. The Africa group supported the Global Jobs Pact as presented in paragraphs 28–30 and 37. The region wanted to see these translated into national action plans with technical assistance from the ILO. Africa needed special attention to effectively implement the Global Jobs Pact.
30. The representative of the Government of India complemented the Office for presenting a comprehensive and useful document. The information validated the fact that the recovery from the crisis was slower in labour markets than other sectors of the economy. The continued loss of employment in sectors with high employment intensity was a concern. For this reason, sector-specific policy measures for creating employment opportunities were needed. There were signs that measures adopted by governments were already having effect, as noted in the report. At the same time, however, sectors such as textiles and civil aviation were still strongly affected. His Government was convinced that promoting good practices within the framework of the Global Jobs Pact, along with an increased role for social dialogue, would ensure a speedy recovery in these sectors. A series of quarterly “Quick Employment Surveys” had been conducted to study the economic slowdown in the industries and sectors that have been badly affected. The latest of these indicated a mild decline of the negative developments in export-oriented sectors, particularly the textiles sector. At the same time, employment in non-exporting units had increased. Overall, the quality of employment in terms of earnings had declined by 1.3 per cent during the second quarter of 2009. The impact of the crisis had been less in India due to robust internal economic growth, contra-cyclical policies and public employment programmes that enhanced the efficacy of stimulus packages.
31. In response to the reference to Air India in paragraph 33, he explained that Indian airlines tried to manage the crisis by restructuring their networks, financing and management. Thus, the civil aviation sector in India did not have to resort to reducing its workforce on a large scale. The information provided in paragraphs 40–48 of the document, evidenced the need to adopt sector-specific and focused employment policy responses. The Government of India supported the future priorities suggested, in particular those related to strengthening the constituent’s capacity; monitoring and implementation of stimulus

packages, and an increased role for social partners in the collection, analysis and dissemination of information.

32. The representative of the Government of Kenya concurred with the remarks of the representative of the Government of Zambia and thanked the Office for the report and work in the region. He suggested the Office consider further analysis of the agriculture sector, in particular horticulture. The Office should also consider future sectoral activities at subregional level, for example in collaboration with the East African Community.
33. The representative of the Government of Egypt thanked the Office for the document and presentation. He welcomed the forthcoming meetings and the dialogue started concerning tourism as this sector employed significant numbers of people and had been seriously affected by the crisis. He detailed some of the actions in Egypt that had been successful in keeping unemployment down. These included giving support to SMEs and making loans and credits available. The Government reached out to women and vulnerable groups and had recently adopted a national plan targeting young workers. Efforts were also made to support migrant workers looking for jobs in other countries.
34. The importance of the informal sector in the country's economy was considerable, in particular in sectors such as agriculture and mining. His Government was, therefore, undertaking serious efforts to ensure social coverage for all these sectors.
35. The representative of the Government of Bangladesh thanked the Office for the report and the presentation. Despite the additional information presented by the Office, he was disappointed with the limited data provided in the report on least developed countries (LDCs). If data availability was a major constraint, the Office needed to consider strengthening the capacities of these countries to collect and better manage their labour market information. In reference to paragraph 19, he noted that the economies mentioned in the list fared better than the IMF and the World Bank had predicted, in relation to GDP, exports and poverty indicators. He expressed particular interest in learning more about the Better Work Programme and its experience in Cambodia, and suggested that the Office promote further exchange of best practices on a regional basis, such as through the ILO Regional Office for Asia. The speaker welcomed the proposals of the Office to expand the analysis to tourism and public services and encouraged the ILO to focus more on studying the impacts of the crisis in LDCs.
36. Mr Dragnich thanked everyone for all the comments and suggestions. They illustrated the member States' engagement. The Office was very willing to consider most of the suggestions, but was mindful of the existing resource constraints. For this reason, the Social Dialogue Sector would be seeking synergies across the house to work together on many of these issues. He agreed with the remarks referring to the importance of informality, remittances and exchanges of best practices as areas for further development. He emphasized the need to strengthen data collection at sectoral level working closely with member States and social partners for this purpose. The Office was already undertaking some steps in this direction, he added.
37. Ms Tinoco underscored that the Sectoral Activities Department was working closely with other departments and that all the sectoral actions reported were part of the overall effort of the ILO in response to the crisis. They were carried out in coordination with a task force created for that purpose. In response to the suggestions to better follow developments in the informal economy, she explained that further work in that area would be coordinated with other units, in particular the Employment Sector, the Conditions of Work and Employment Programme and the Department of Statistics, as they were already doing some work in this field. Ms Tinoco appreciated the suggestion of sectors to follow up and envisaged, if possible, incorporation in future reports. She explained that the Office was

establishing priorities based on what had been highlighted by the countries in their own decent work plans. She made reference, as examples, to forthcoming country studies in the textile sector in Nicaragua, Morocco, and one in Egypt in the tourism sector.

- 38.** She clarified that the Office was also taking measures to overcome the limited availability of data from some developing countries and that the Sectoral Activities Department was working closely with the Bureau for Statistics on exploring alternative ways of data collection.
- 39.** Finally, in response to the Workers' concerns regarding inclusion of the provisions of Convention No. 94 in stimulus packages in construction and infrastructure projects, she explained that this could be an issue for consideration by the Office in connection with an assessment of the effectiveness and impact of such policy measures, particularly in the countries that have ratified the Convention.
- 40.** The Worker Vice-Chairperson thanked the Office and noted the positive reactions of the Committee to the Office report. He expressed the hope that ILO participation in the G20 Labour Ministers Meeting would include a sectoral dimension, with the World Bank and the IMF supporting the Global Jobs Pact and measurable outcomes being attained.

2. Effect to be given to the recommendations of sectoral and technical meetings

2.1. Global Dialogue Forum on Decent Work in Local Government Procurement for Infrastructure Provision (Geneva, 17–18 February 2009)

- 41.** Mr Dragnich introduced the paper before the Committee.² The Global Dialogue Forum had been a vibrant meeting. Although planned before the current crisis, the Forum coincided with the development of stimulus packages, many of which contained infrastructure projects to foster employment. He thanked Mr Shahmir, representative of the Islamic Republic of Iran, for expertly presiding over the Forum and thanked him for his continuing active role in the Committee and many sectoral meetings.
- 42.** The representative of the Islamic Republic of Iran noted that the Global Dialogue Forums were a new type of meeting. The Office was experimenting. Rightly, the emphasis had not been put on publishing extensive reports for advance reading. Since the objective had been to provide knowledge to participants about different aspects of procurement in construction, a maximum of time had been allocated to presentations and discussions during which participants could express their opinions and inform themselves. Presentations were made from many participants, including officers from the World Bank, the International Finance Corporation, the International Federation of Consulting Engineers and representatives of employers, workers and governments. Since many governments throughout the world had launched stimulus packages to help address the crisis and a significant share of these packages focused on the construction sector, procurement played a major role. Governments were currently issuing a large number of contracts to the private sector. This development provided a great opportunity for engagement in tripartite social dialogue in each country to discuss how best to use the package for the benefit of revamping businesses, employment and working conditions in

² GB.306/STM/2/1.

construction. Thus, the Forum added value by discussing the specific role of procurement in addressing the crisis, taking the opportunity of the stimulus packages of governments and also other possible measures. Although participants held different opinions in relation to labour clauses in procurement, all participants agreed that there was a need for capacity building to ensure sound implementation of legislation and good contract compliance.

- 43.** Mr Dragnich highlighted the robust participation of the World Bank in the Forum. He was heartened by a statement by the Head of Procurement of the World Bank, who said that, while the ILO had great labour expertise but not sufficient funds, the World Bank lacked labour expertise but had extensive funds. In follow-up meetings to further explore collaboration possibilities, it had been confirmed by the World Bank that it was their strongly held belief that labour standards should not be neglected, particularly not in times of crisis.
- 44.** The Employer Vice-Chairperson welcomed the meeting and supported the paragraph for decision, although, since he had seen the printed document, it seemed to him that it had already been published.
- 45.** In response to the Employer Vice-Chairperson's remarks, the Worker Vice-Chairperson agreed that the procedure might need to be modernized. While a report's publication might not need to be endorsed by the Committee, it would need to discuss the conclusions and interpretations of those reports. Turning to the Meeting, he pointed out that it was very timely and insightful. In this time of crisis, many governments were setting up stimulus packages, including support for construction works that are likely to be executed through procurement. Transparency in procurement was very important and the workers strongly supported the promotion, ratification and implementation of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), since it was essential for addressing corruption. Capacity-building programmes for all actors in the construction industry were needed to ensure sound implementation of legislation and good contract compliance.
- 46.** The representative of the Government of Austria had received very positive feedback on the Forum from a participating colleague. She agreed that the procedures regarding the publication of reports be amended and more confidence given to the Office.
- 47.** *The Committee recommends that the Governing Body authorize the Director-General to communicate the final report containing the texts mentioned in paragraph 2 of GB.306/STM/2/1 to governments of member States, requesting them to communicate the report to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned.*

2.2. Global Dialogue Forum on the Impact of the Financial Crisis on Financial Sector Workers (Geneva, 24–25 February 2009)

- 48.** Mr Dragnich, introducing the paper,³ recalled that the Governing Body had already approved the dissemination of the Forum's conclusions at its March 2009 session. The full report of the Forum's discussions was now available and submitted to the Committee for its formal endorsement for distribution.

³ GB.306/STM/2/2.

- 49.** The Worker Vice-Chairperson thanked the Office for the swiftness with which the Forum, which responded to worker concerns regarding the effects of the crisis on finance sector workers, was organized. Greater government participation would have been welcomed. He welcomed the Forum's conclusions, thanking the Office for the follow-up that had already taken place. His group supported the point for decision and emphasized the need to involve the Workers' group secretariat in further follow-up activities.
- 50.** The Employer Vice-Chairperson expressed his group's overall satisfaction with the timeliness and outcome of the meeting, highlighting a number of points in the conclusions that his group wished to underline. These included the recognition of management's prerogative to take decisions, the key role of social dialogue in developing responses to mitigate the social and employment effects of the crisis, and the need for countries to avoid protectionism.
- 51.** The Government representative of Zambia, speaking on behalf of the African Government group, recalled that in March, the Office had submitted a two-part decision point on the Forum, in which the Committee recommended "that the Governing Body request the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in the conclusions". His group suggested that this request be reiterated in the decision to be taken by the Committee.
- 52. *The Committee recommends that the Governing Body:***
- (a) *authorize the Director-General to communicate the report of the discussion on the proceedings to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned; and***
 - (b) *request the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in the conclusions.***

2.3. Tripartite Technical Workshop on the Impact of the Food Price Crisis on Decent Work (Geneva, 5–6 March 2009)

- 53.** Mr Dragnich noted that the Office had already reported orally to the Committee at its previous session. Since that time, the Office had prepared a summary of the discussion,⁴ which included the "room note" adopted during the Workshop. Follow-up to the Workshop had been swift and constant, thanks in particular to the support of the global employers' and workers' organizations. In June 2009, the ILO became a member of the United Nations High-Level Task Force on Global Food Security (HLTF), and was working closely with Dr David Nabarro, the HLTF coordinator. Pilot activities at national level were to be launched in up to four African countries: Benin, Burkina Faso, Kenya and the United Republic of Tanzania. The Director-General had participated in the most recent meeting of the HLTF.
- 54.** The Employer Vice-Chairperson welcomed the report and noted the timeliness of the Workshop. He thanked Mr O'Reilly, who had been the Employer spokesperson on the Workshop, for his great contribution. The Employers welcomed ILO participation on the HLTF.

⁴ GB.306/STM/2/3.

- 55.** Mr O'Reilly, Employer member from New Zealand paid tribute to Ms Longley of the IUF who had also been instrumental in bringing the ILO into the HLTF. The Technical Workshop was not an isolated event, but had followed on directly from the 2008 International Labour Conference (ILC) general discussion on the promotion of rural employment for poverty reduction. It was important that the ILO be part of the HLTF, since it was the only UN agency that could bring the private sector to the table, providing communication, contact and vision.
- 56.** The Worker Vice-Chairperson supported the recommendations that came out of the Workshop and the point for decision. The conclusions of the 2008 ILC discussion, on rural employment and poverty reduction, should be used to shape and guide the ILO's work with the HLTF. Furthermore, the Office should give due consideration to the resolution adopted at that time to provide follow-up on the conclusions. The Workers suggested that the Office take a proactive approach to pursuing good outcomes with HLTF work, notably by developing a one-day training module for use in capacity building for workers and employers in the four target countries. "Working together for global food security" could be a working title.
- 57.** The representative of the Government of Brazil welcomed the Workshop, as the fight against hunger and poverty had been a national concern for decades. Government programmes such as *Fome Zero* and *Bolsa Familia* exemplified the priority attached to this issue. The speaker called attention to two reports recently released in his country. The first demonstrated the complementary nature of myriad small family-run farms and the large-scale production of certain commodities. The two modes of agriculture were both key to ensuring the fulfilment of the right to food. The second report showed that in Brazil the production of ethanol from sugar cane remained high while food production expanded. The sugar and ethanol industry had created about 1 million direct jobs, making it one of the sectors with the highest levels of employment. Biofuel production was an essential tool in generating income and combating food and energy insecurity. Subsidies, the rising cost of transportation, and speculation had been the real engines of the food crisis. His Government remained willing to share further information on the enterprise and employment implications of biofuel production and urged the Office to promote objective, science-based discussions to assist in developing an international biofuels consensus.
- 58.** The representative of the Government of Zambia, speaking on behalf of the Africa group, expressed satisfaction with the speed with which the Office had moved in the four countries mentioned. He recalled the outcome of the Ouagadougou Summit in 2004, which had placed high priority on agricultural development, and urged the Office to provide vigorous follow-up to the ILC conclusions on the promotion of rural employment for poverty reduction.
- 59.** The Employer Vice-Chairperson endorsed the suggestion made by the Workers and noted that Mr O'Reilly and Ms Longley would be meeting later in the week.
- 60.** Mr Dragnich thanked the representative of the Government of Brazil for his statement. The Technical Workshop had focused on the crisis of food prices, rather than on production; 2008 had been a record year for global grain production, exceeding the previous high reached in 2007. Nonetheless, for many poor urban workers, access to food had become problematic due to high prices that they could not afford to pay.

61. *The Committee recommends that the Governing Body:*

- (a) *authorize the Director-General to communicate the Workshop report to governments of member States, requesting them to communicate the text to the employers' and workers' organizations concerned; to the international*

employers' and workers' organizations concerned; and to the other international organizations concerned; and

- (b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the follow-up actions contained in the "room note" adopted by the Workshop.*

2.4. Tripartite Meeting on Promoting Social Dialogue and Good Industrial Relations from Oil and Gas Exploration and Production to Oil and Gas Distribution
 (Geneva, 11–14 May 2009)

- 62. Mr Dragnich introduced the paper⁵ and expressed his heartfelt appreciation of the Meeting's Chairperson, Mr Trogen, former Employer member of the Governing Body and Employer Vice-Chairperson of the Committee, for his loyalty and his committed service.
- 63. The Worker Vice-Chairperson thanked the Office for the report and for the organization of the Meeting. He stressed that the follow-up activities outlined in the conclusions should be discussed in the advisory body, taking account of the priorities established in paragraph 22 of the conclusions.
- 64. The Employer Vice-Chairperson deemed the Meeting successful, and welcomed the strong Nordic representation. Stressing the importance of contractors and subcontractors in the oil and gas industry, he highlighted the relevant paragraphs in the conclusions.

65. The Committee recommends that the Governing Body:

- (a) *authorize the Director-General to communicate the Note on the proceedings containing the texts mentioned in paragraph 3 of GB.306/STM/2/4 to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned; and*
- (b) *request the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the conclusions of the Meeting.*

2.5. Workshop to promote ratification of the Private Employment Agencies Convention, 1997 (No. 181)
 (Geneva, 20–21 October 2009)

- 66. Mr Dragnich introduced the paper,⁶ noting the high-level and substantial participation from the three groups and the very rapid development of the consensus points on private employment agencies, temporary agency work, the economic crisis and the Convention.

⁵ GB.306/STM/2/4.

⁶ GB.306/STM/2/5.

67. The Employer Vice-Chairperson stated that the Employers fully supported the points of consensus, and recognized the efforts of all those involved in developing that consensus among the social partners and governments within great time constraints.
68. The Worker Vice-Chairperson thanked the Office for the brief report and the points of consensus, which his group supported; he looked forward to seeing the full report of the Workshop to be submitted for March 2010. Given the increase in precarious employment, crisis-related research and data collection were of importance.
69. The representative of the Organization of African Trade Union Unity, Mr Diallo, welcomed the very high level of participation, and stressed three points: the existence of private employment agencies should not be used as a pretext for governments to abdicate from their responsibility to organize a public employment service; that strict regulation was required to keep private employment agencies in check and prevent abuses; and assurances were needed on workers' rights and freedom of association for temporary agency workers.
70. A Worker member from Algeria, Mr Saïd, stated that it was unlikely that ratification would expand rapidly, and that there were problems with private employment agencies displacing the public employment service when there was no worker involvement in developing such agencies. He felt that such agencies needed to be vigorously monitored by the social partners.
71. A Worker member from Angola, Ms Francisco, considered that private employment agencies should be improving the functioning of the labour market, but she noted that they were often doing the opposite, especially in developing countries: poor occupational safety and health, low pay, no freedom of association or collective bargaining. In her country, private employment agencies in domestic labour were taking the lion's share of fees, so that the domestic workers themselves earned little from agency work. The ILO should work to ensure a better deal for private employment agency workers.

72. *The Committee recommends that the Governing Body:*

- (a) *authorize the Director-General to communicate the points of consensus mentioned in paragraph 4 of GB.306/STM/2/5 to governments of member States; to the employers' and workers' organizations concerned; and to the other international organizations concerned; and*
- (b) *request the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in the attached points of consensus.*

**3. Joint ILO/UNESCO Committee of Experts
on the Application of the Recommendations
concerning Teaching Personnel (CEART),
Tenth Session
(Paris, 28 September–2 October 2009)**

73. Mr Dragnich informed the Committee that, in accordance with past practice, a paper had been submitted for examination by the Committee on Legal Issues and International

Labour Standards.⁷ The Office paper and the attached CEART report concerned allegations by teachers' organizations of non-observance of the international Recommendations on teachers of 1966 and 1997 in three member States.

- 74.** The Chairperson suggested that, in order to avoid duplication of work in the committees, the Committee not discuss the report.

**4. Twentieth Ordinary Session of the
Intergovernmental Committee of the
ILO/UNESCO/WIPO International Convention
for the Protection of Performers, Producers
of Phonograms and Broadcasting
Organizations (Rome Convention, 1961)
(WIPO, Geneva, 7–9 September 2009)**

- 75.** Mr Dragnich introduced the report of the Intergovernmental Committee⁸ as another good example of successful inter-agency cooperation, and drew attention to the fact that it was the turn of the ILO to organize the next session of the Rome Convention.

- 76.** The Committee took note of the report.

5. Maritime matters

**5.1. Report of the Subcommittee on Wages of
Seafarers of the Joint Maritime Commission
(Geneva, 12–13 February 2009)**

- 77.** Mr Dragnich introduced the paper⁹ and reminded the Committee of the role of the Joint Maritime Commission's Subcommittee on Wages of Seafarers in periodically updating the basic wage figure for able seafarers under the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187).

- 78.** The Employer Vice-Chairperson supported the point for decision.

- 79.** The Worker Vice-Chairperson regretted that the social partners had been unable to agree on a revised figure for the first time in ILO history. He expressed the concern of his group that the Shipowners had come to the meeting with a mandate not to make any agreement. The process depended on all parties' willingness to compromise. He stressed the importance of the ILO recommended minimum wage figure for the able seafarer. The reduction in the purchasing power of the US dollar meant a real wage reduction for seafarers and their families. The Seafarers were prepared to return to the negotiating table. However, it was for the Shipowners to advise on their willingness to resume discussions.

⁷ GB.306/LILS/8.

⁸ GB.306/STM/4.

⁹ GB.306/STM/5/1.

80. Mr Dragnich informed the Committee that discussions were being held between the Shipowners and the Seafarers on a possible resumption of the discussions.

81. *The Committee recommends that the Governing Body:*

- (a) *take note of the report of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission, including the positions expressed by the two groups in the light of the situation in the industry; and*
- (b) *request the Office to consult with the secretariats of the Shipowners' and Seafarers' groups with a view to convening, at the appropriate time, another meeting of the Subcommittee.*

5.2. Report of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers
 (Geneva, 2–5 March 2009)

82. Mr Dragnich introduced the paper before the Committee,¹⁰ recalling that the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers had made significant progress in relation to the principles which needed to be included in a future mandatory text to resolve issues of financial liability for abandonment, injury and death. The recommendations of the Joint Working Group on how these principles could be realized, were summarized in paragraph 4 of the paper and called for an amendment of the Maritime Labour Convention, 2006 (MLC).

83. A representative of the Government of the United States, who chaired the Joint Working Group, reiterated the importance of the issues to seafarers. Both financial security relating to abandonment and financial security relating to death and personal injury would be the subject of future amendments to the MLC. The IMO's Legal Committee at its 96th Session (October 2009), had accepted those recommendations. He stressed the importance of a timely convening of the MLC's Special Tripartite Committee to ensure that the proposed additional protection made a difference in the lives of seafarers.

84. The Worker Vice-Chairperson noted with satisfaction the conclusion of this long-standing body. The Workers agreed that the MLC was the appropriate route to implement the mandatory solutions to both issues of abandonment, on the one hand, and injury and death, on the other. It would take time before those provisions entered into force. In the meantime, the Director-General should contact the Secretary-General of the IMO with a view to urging flag States to implement the current guidelines. The Workers asked the Office to explore mechanisms to provide the same kind of protection to fishers. The Workers, therefore, endorsed the decisions proposed and hoped that the Special Tripartite Committee would consider them at the earliest opportunity.

85. The Employer Vice-Chairperson supported the point for decision and noted that fishers were not covered by the recommendations made by the Joint Working Group.

86. The representative of the Government of the United Kingdom supported the decision paragraph and the amending of the MLC.

¹⁰ GB.306/STM/5/2.

87. The Committee recommends that the Governing Body:

- (a) *take note of the report of the Ninth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers including its Appendices I and II; and*
- (b) *authorize the Office to submit, in due course, the appropriate proposals to the Special Tripartite Committee to be set up in accordance with Article XIII of the Maritime Labour Convention, 2006, with a view to considering the appropriate amendments to that Convention.*

6. Sectoral activities 2010–11

6.1. Proposals for activities under the Sectoral Activities Programme: Meeting of Experts to Consider a Draft Code of Practice on Safety and Health in Agriculture

(23 November–1 December 2009)

- 88.** Mr Dragnich introduced the paper before the Committee¹¹ and recalled that an earlier Governing Body decision had asked the Meeting of Experts to adopt a code of practice on safety and health in agriculture. The preparation of the draft code was a long and complex task and it became clear to the Office that additional consultations were desirable before putting forward the text for adoption. The Office proposed therefore to change the purpose of the Meeting in order for the experts to consider the current draft text and offer guidance for its finalization before its adoption.
- 89.** The Worker Vice-Chairperson recognized the difficulties involved and noted that some issues still needed to be worked out among the experts. A second meeting would need to be held and follow-up would be extremely important. The Workers were concerned, however, with the fact that a smaller meeting of experts was foreseen, and hoped that it would be only slightly smaller, in light of the need for sufficient representation of the social partners and of governments on an item of such importance. He noted that the timing of the second meeting would be shorter. The Workers supported the point for decision.
- 90.** The Employer Vice-Chairperson stated that, in the spirit of tripartism, the Employers fully agreed with all the points raised by the Workers.
- 91.** The representative of the Government of Canada noted that she had received the document moments before the sitting, and would have preferred early consultation on the issue. She asked whether the draft code had been sent to participants and inquired as to how a second meeting could be organized without additional cost.
- 92.** Mr Dragnich replied that the draft code had been sent to participants. With regard to the funding, the Office would seek to pay for more participants, but there would be no request for additional resources. Resources from within Sector IV would be used.

¹¹ GB.306/STM/6/1.

- 93.** The representative of the Government of Austria asked whether written consultations were not a possibility.
- 94.** Mr Dragnich answered that a wide network of experts had been involved in the preparation of the draft text and it had taken extensive discussion and consultation to bring the text to its current state. He added that those who had been involved in the recent meeting to adopt a revised list of occupational diseases would recognize the fact that experts could disagree on issues and when that occurred, there was a need for more consultation. The Office would not wait four years to reach agreement, as had been the case with the list of occupational diseases, but would hold the second meeting in 2010.
- 95.** Mr Zellhoefer asked whether the WHO and the FAO were involved in the process.
- 96.** Mr Dragnich clarified that formal ties between the two organizations were firmly established. The Executive Director of the Social Protection Sector, Mr Assane Diop, was the formal contact point for collaboration with the WHO. The ILO Office in Rome was particularly active and assisting headquarters in collaborating with the FAO.
- 97. *The Committee recommends that the Governing Body:***
- (a) *approve the revised purpose of the Meeting of Experts to be held in 2009; and***
 - (b) approve the convening of a Meeting of Experts to adopt a Code of Practice on Safety and Health in Agriculture, to be held not later than the second half of 2010.***

7. Other questions

7.1. Report of the ILO Symposium on the Business Responses to the Demographic Challenge (Geneva, 28–29 April 2009)

- 98.** Mr Dragnich introduced the paper before the Committee.¹² The International Symposium on Business Responses to the Demographic Challenge was attended by 24 Employer representatives and had been organized by the ILO Bureau for Employers' Activities. The participants all agreed that it was important that action would be taken in relation to the demographic developments, before the challenge became a crisis.
- 99.** The Employer Vice-Chairperson, who had attended the Symposium, found it extremely useful. It had been scheduled to precede discussions of this issue at the 98th Session of the International Labour Conference to prepare the Employers for the agenda item originally foreseen for discussion. Since the Conference had not discussed the item, it was important that it was kept on the radar of the ILO. It was an important, cross-sectoral, global issue.

¹² GB.306/STM/7/1.

100. The Worker Vice-Chairperson thanked the Office for the report.

101. The Committee took note of the report.

Geneva, 12 November 2009.

Points for decision: Paragraph 47;
Paragraph 52;
Paragraph 61;
Paragraph 65;
Paragraph 72;
Paragraph 81;
Paragraph 87;
Paragraph 97.