



## Governing Body

316th Session, Geneva, 1–16 November 2012

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Policy Development Section  
*Social Dialogue Segment*

**POL**

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### FOURTH ITEM ON THE AGENDA

## Sectoral Activities Programme 2012–13

#### Purpose of the document

The Governing Body is invited to take note of the outcomes of sectoral meetings and to approve the holding of a meeting of experts, the publication of joint FAO/ILO/IMO guidelines and proposals made in relation to the holding of two sectoral meetings scheduled for 2013 (see the draft decision in paragraph 14).

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

**Policy implications:** If adopted, the joint FAO/ILO/IMO guidelines will become part of ILO guidance in respect to the implementation of fishing safety publications.

**Legal implications:** None.

**Financial implications:** None. The proposals made will be carried out within the existing budgetary allocations.

**Follow-up action required:** The Office will be required to take action as set out in the draft decision.

**Author unit:** Sectoral Activities Department (SECTOR).

**Related documents:** GB.310/PV, GB.310/STM/1, GB.307/STM/4/3, GB.307/13(Rev.), GB.306/STM/4, GB.309/12/2(Rev.), GB.310/STM/3/4, GB.304/STM/1, GB.312/POL/7.



## Executive summary

Section I deals with the effect to be given to the recommendations of the Global Dialogue Forum on Conditions of Personnel in Early Childhood Education (22–23 February 2012) and the 89th Session of the IMO's Maritime Safety Committee (11–20 May 2011) with respect to joint FAO/ILO/IMO work on the safety of fishers and fishing vessels.

Section II contains proposals regarding upcoming meetings, namely the Global Dialogue Forum for the Promotion of the Work in Fishing Convention, 2007 (No. 188), and the Meeting of Experts to Adopt Guidelines on Training of Ships' Cooks.

A short overview of other sectoral work carried out in the first part of 2012 is appended.

### I. Effect to be given to the recommendations of sectoral meetings

#### A. Global Dialogue Forum on Conditions of Personnel in Early Childhood Education (Geneva, 22–23 February 2012)

1. In accordance with the decision of the Governing Body concerning the Sectoral Activities Programme for 2012–13,<sup>1</sup> the Office organized the Global Dialogue Forum on Conditions of Personnel in Early Childhood Education in Geneva on 22–23 February 2012. The Forum was chaired by Mr Sammy Nyambari (Government, Kenya) and was attended by 59 participants, including 23 Government representatives and 16 advisers, and five Employer and eight Worker participants. Six representatives of non-governmental international organizations also attended.
2. The Forum discussed six major themes related to early childhood education (ECE) personnel: the importance of ECE and key trends, issues and policies determining access and quality; initial training and professional development of early childhood educators; employment terms and conditions in ECE; social dialogue in ECE; and recommendations for future action by constituents and the ILO. The Forum adopted consensus points regarding policies determining access and high quality of ECE; initial training and professional development of educators; ECE employment terms and conditions; and social dialogue.
3. In the consensus points, which are included in the report of the Forum,<sup>2</sup> the Forum recommends to the Governing Body that the ILO, in consultation with its constituents and relevant international organizations, draft policy guidelines on the promotion of decent work for ECE personnel, and that it convene, within the biennium 2012–13, a meeting of experts that would consider these draft policy guidelines with a view to their adoption.

<sup>1</sup> GB.310/PV, para.161. All proposals adopted are contained in GB.310/STM/1.

<sup>2</sup> GDFECE/2012/10.

**B. Fishing safety implementation guidelines: 89th Session of the IMO Maritime Safety Committee (London, 11–20 May 2011)**

4. At its 307th Session (March 2010), the Governing Body, inter alia, authorized the continued participation by the ILO in the development of guidelines to assist competent authorities in the implementation of Part B of the Code of Safety for Fishermen and Fishing Vessels, the Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels, and the Safety recommendations for decked fishing vessels of less than 12 metres in length and undecked fishing vessels. To this effect, it also authorized the participation by an ILO tripartite delegation, at no cost to the Office, in the 53rd Session of the IMO's Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety (SLF), and in related preparatory work.<sup>3</sup>
5. Subsequently, an ILO delegation consisting of an official from the International Labour Office, an Employer (Cor Blonk) nominated by the Employers' group of the Governing Body, and a Worker (Rossen Karavatchev) nominated by the Workers' group, participated in the work of SLF 53 (January 2011). SLF 53 agreed to the draft guidelines and forwarded these to the 89th Session of the Maritime Safety Committee (MSC 89) for approval, with a view to forwarding them to the Food and Agriculture Organization of the United Nations (FAO) and the ILO for concurrent approval.
6. The MSC 89 (11–20 May 2011) approved the guidelines, and requested the IMO secretariat to forward them to the FAO and the ILO. In a letter to the Director-General, received by the ILO in September 2011, the Secretary-General of the IMO reported the MSC decision and requested the ILO for concurrent approval and to advise the IMO of the ILO's response to this request.
7. In July 2012, the 30th Session of the FAO noted progress concerning safety at sea in the fisheries sector, welcomed the guidelines and recommended their early publication.

**II. Upcoming sectoral meetings<sup>4</sup>**

**A. Global Dialogue Forum for the promotion of the Work in Fishing Convention, 2007 (No.188)**

8. In accordance with the Governing Body's decision that a Global Dialogue Forum for the promotion of the Work in Fishing Convention, 2007 (No. 188), be held as part of the Sectoral Activities Programme for 2012–13,<sup>5</sup> the Office proposes that the Forum last three days, from 15 to 17 May 2013.
9. The purpose of the meeting would be to discuss challenges in the Convention's implementation, to evaluate how it can be used as a tool to address major issues in the

<sup>3</sup> GB.307/STM/4/3; GB.307/13(Rev.), paras 57–59.

<sup>4</sup> Proposals will be presented to the Governing Body at its March 2013 Session regarding the composition and duration of the Global Dialogue Forum on initiatives to promote decent work in the chemical Industry as well as, if adopted, the Meeting of Experts on Guidelines on Early Childhood Education.

<sup>5</sup> GB.310/PV, para. 161; GB.310/STM/1, para. 33.

sector, to share good practices and experiences, to report and review promotional activities, and to provide an update on the status of national efforts to implement and ratify Convention No. 188.

10. The Office proposes that the Forum be composed of six Employer and six Worker representatives. All Governments would be invited to send representatives, with those with significant fishing interests being particularly encouraged to attend.

## **B. Meeting of Experts to Adopt Guidelines on the Training of Ships' Cooks (23–27 September 2013)**

11. In accordance with the Governing Body's decision to give priority to the development of guidelines on the training of ships' cooks,<sup>6</sup> the Office proposes that a Meeting of Experts be held with the purpose of reviewing an initial draft and adopting guidelines for ships' cooks. It is proposed that the meeting last five days, and be held from 23 to 27 September 2013.
12. The Office proposes that six experts be nominated by the Employers' group of the Governing Body and six by the Workers' group and that the Governments of the following six countries be invited to nominate experts: Brazil, Cyprus, Ghana, Indonesia, Norway and the Philippines. Should any of the Governments mentioned above decline to nominate an expert, one of the following Governments could be invited to do so: Canada, Denmark, India, Liberia, Panama and the Russian Federation.<sup>7</sup> Given the importance of the subject of the meeting for the Maritime Labour Convention, 2006 (MLC, 2006), it is proposed that the Meeting be open to all Governments as observers, with those that have already ratified the Convention being particularly encouraged to consider sending observers.
13. Finally, as has been the practice in the recent past, the Office proposes to appoint, after consultation with the groups of the Governing Body, a knowledgeable chairperson from outside the Meeting, thereby enabling all the invited experts to play a full part in the Meeting.

### **Draft decision**

#### **14. The Governing Body:**

- (a) *authorizes the Director-General to communicate the final report of the Global Dialogue Forum on Conditions of Personnel in Early Childhood Education to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; as well as to communicate the report to the international employers' and workers' organizations and other international organizations concerned;*
- (b) *requests the Director-General to convene in the second half of 2013 a meeting of experts which would consider, with a view to adopting, draft policy guidelines on early childhood education personnel;*

<sup>6</sup> GB.310/PV, para. 161; GB.310/STM/1, para. 32.

<sup>7</sup> In contacting any of these countries, the Office will strive for attaining a geographically balanced composition.

- (c) *takes note of the guidelines to assist competent authorities in the implementation of Part B of the Code of Safety for Fishermen and Fishing Vessels, the FAO/ILO/IMO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels, and the Safety recommendations for decked fishing vessels of less than 12 metres in length and undecked fishing vessels (implementation guidelines);*
- (d) *approves the publication by the IMO of the implementation guidelines as a joint FAO/ILO/IMO publication;*
- (e) *authorizes the Director-General to communicate the above decisions to the Secretary-General of the IMO and the Director-General of the FAO; and*
- (f) *approves the proposals made in section II in relation to the holding of the Global Dialogue Forum for the promotion of the Work in Fishing Convention, 2007 (No. 188), and the Meeting of Experts to Adopt Guidelines on the Training of Ships' Cooks.*

## Appendix

### Short overview of selected highlights of sectoral work carried out in the first half of 2012

1. As foreseen in the Sectoral Activities Programme 2012–13,<sup>1</sup> efforts to promote the MLC, 2006 continued to be carried out in collaboration between SECTOR and the International Labour Standards Department (NORMES) through the implementation of the action plan.<sup>2</sup> Highlights of the first half of 2012 included the holding of a training workshop for port State control officers under the MLC, 2006 (Muscat, 19–22 February 2012), which was attended by 22 participants from Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates. The workshop was particularly notable, since it was the first promotional activity for the MLC, 2006 in the Gulf region. Other important sectoral work to promote Convention No. 188,<sup>3</sup> as part of the implementation of the Action Plan (2011–16) to improve conditions of work of fishers through widespread ratification and effective implementation of the Work in Fishing Convention, 2007 (No. 188),<sup>4</sup> was carried out in the form of technical assistance to the Government of Thailand in relation to migrant fishers through the project “Tripartite Action to Protect Migrants within and from the Greater Mekong Sub-region from Labour Exploitation” (the TRIANGLE project).
2. Work on the revision of the IMO/ILO/UNECE guidelines for packing of cargo transport units (1997 edition)<sup>5</sup> has also been progressing. The second meeting of the joint IMO/ILO/UNECE working group took place in Geneva from 19 to 20 April 2012. It considered a first draft of the revised document prepared by the secretariat on the basis of discussions which took place at its first session, and discussed written comments and proposals for amendments made by experts from Germany, Japan, Slovakia, Sweden and the United States, as well as from the International Cargo Handling Co-ordination Association (ICHCA), the World Shipping Council (WSC) and the Bremen Port Authority in Germany.
3. In line with the recommendations made by the 2010 Global Dialogue Forum on New Developments and Challenges in the Hospitality and Tourism Sector and their impact on Employment, Human Resources Development and Industrial Relations, two two-day workshops were held in May 2012 on decent work, social dialogue and poverty reduction through tourism in the Lao People’s Democratic Republic and Viet Nam. As a follow-up to these workshops, the Office is currently translating the *Toolkit on poverty reduction through tourism* into Laotian and Vietnamese and developing a trainer/learner handbook on the use of the Toolkit. Also, as part of the Lao United Nations System Chiefs Executives Board for Coordination Inter-Agency Cluster on Trade and Productive Capacity, a good practices guide for guesthouses and small hotels is being drafted. In addition, a working paper on migrant workers in the tourism industry and a Guide on HIV and AIDS in the tourism sector have been developed and published in close collaboration with the relevant ILO units.

<sup>1</sup> GB.310/STM/1, para. 32.

<sup>2</sup> On 20 August 2012 the MLC, 2006 met its entry-into-force criteria and will enter into force on 20 August 2013.

<sup>3</sup> GB.310/STM/1, para. 33.

<sup>4</sup> Approved by the Governing Body at its 309th Session in November 2010 (GB.309/12/2(Rev.), para. 33.)

<sup>5</sup> GB.310/STM/3/4 and GB.310/STM/1, para. 38.

4. Work has also been carried out to promote the Labour Relations (Public Service) Convention, 1978 (No. 151).<sup>6</sup> The Manual on collective bargaining and dispute resolution in the public service has been translated into an additional four languages.<sup>7</sup> Gap analyses have been carried out in Bosnia and Herzegovina, The former Yugoslav Republic of Macedonia and the Philippines. Furthermore, workshops to present and examine the analyses were held in Manila (15–16 May 2012) and in Skopje (11–12 July 2012). In both these workshops the bipartite participants adopted plans of action to ratify Convention No. 151. A workshop is envisaged for September 2012 in Banja Luka and gap analyses are also being developed for Brazil and the Dominican Republic. In assisting in the implementation as requested by the Governing Body, the Office provided training to the Public Service Bargaining Council in Botswana; similar training has also been requested by the members of the Botswana Cabinet.
5. Since 2010, the ILO has been providing support for the implementation of the Action Programme on Strengthening Social Dialogue in the Utilities Sector in the Philippines.<sup>8</sup> In 2011, the National Steering Group decided to draft a proposed executive order to establish a permanent mechanism (committees) for social dialogue in some water districts. To assist the drafting process, the ILO supported a study and organized a tripartite workshop in Manila (17–18 May 2012). The main goal of the committees will be to share information and engage in consultations regarding proposed or imminent reforms of the water and public sectors, including the impact on workers.
6. As foreseen in the Sectoral Activities Programme 2012–13,<sup>9</sup> the Office held a subregional tripartite workshop on the construction industry in East Africa (Nairobi, 10–11 May 2012). Tripartite delegations from Burundi, Kenya, Rwanda, United Republic of Tanzania and Uganda were invited. The aim of the workshop was to share the experience of each country regarding the development of the construction industry and its labour aspects in particular, to review main challenges and opportunities in each country, to identify common areas of interest and of possible joint actions and to explore the possibility of joint proposals for promoting decent work in the construction industry. In accordance with the request to promote the comprehensive occupational safety and health (OSH) training package specifically designed for use in the construction industry,<sup>10</sup> the Office also held a training course on Occupational Health and Safety in Construction for Workers' and Employers' Representatives in Nairobi (7–11 May 2012). The course was attended by 18 participants, who had been nominated by the Employer and Worker groups. Focusing on the role of decent work in construction, the course's main objective was to assist the participants to gain knowledge and skills that might help them to implement safe work procedures and improve practices for the benefit of all involved in the construction industry in Kenya. The course aimed at teaching participants how to use the substantial digital resources in the training package, so as to enable them to conduct training activities and programmes when using it. To this effect, the package is structured to allow participants (the future trainers) to tailor the contents to the four sets of industry groups targeted (employers, workers, clients and design and project management teams) and to offer a range of training events with different focus and duration, from half-day seminars to two-week courses.

<sup>6</sup> GB.310/STM/1, para. 48.

<sup>7</sup> In 2011, English, French, Spanish, Portuguese and Macedonian versions were finalized. Arabic, Greek, Serbian, Ukrainian versions were translated in 2012 and will be published later this year.

<sup>8</sup> GB.310/STM/1, para. 50.

<sup>9</sup> GB.310/STM/1, para. 23.

<sup>10</sup> GB.310/STM/1, para. 22.

7. To fulfill the request for workshops to be held on improving safety and health in mining,<sup>11</sup> as well as to assist in the selection of a suitable African candidate country for the action programmes to be carried out in 2012–13,<sup>12</sup> the Office held a subregional workshop for selected African countries on the issue (Dar es Salaam, 14–16 May 2012). Tripartite participants from Botswana, Ethiopia, Ghana, Kenya, Malawi, Namibia, South Africa, United Republic of Tanzania, Uganda, Zambia and Zimbabwe were invited. The workshop focused on ways to improve health and safety in mining by: bettering risk management and addressing issues such as silicosis; encouraging cooperation among governments, employers' and workers' organizations; and assisting member States in better implementing related international labour standards. Reflecting on the discussions in the workshop, each tripartite delegation<sup>13</sup> prepared a short presentation on existing challenges and ways forward to address these, with a view to guiding ILO work as well as further national efforts.
8. A national workshop to promote the code of practice on safety and health in agriculture<sup>14</sup> was held in Harare (29–30 May 2012). It focused on two items of the action plan adopted in 2011: the establishment of OSH committees; and the development of an information package for the sector. The workshop also provided an opportunity for participants to exchange information on recent developments in the sector and to discuss inputs into the process of harmonizing national OSH legislation. The participants recommended that the two elements of the action plan mentioned above be implemented and asked for a national stakeholder workshop to be held to gather additional information that might be included in the information package.
9. As part of the follow-up to the Action Programme on the International Migration of Health Service Workers in Kenya requested by the Governing Body,<sup>15</sup> a workshop was held in Nairobi (29–30 August). The workshop allowed the tripartite technical working group to reactivate the social dialogue process and to develop an updated action plan for 2012–13.
10. Capacity development on food security has further advanced,<sup>16</sup> in line with the sectoral approach to decent work in the global food supply chain endorsed by the Governing Body in November 2011.<sup>17</sup> Highlights include the finalization of the strategic programme framework, which reflects the ILO's unique mandate and value added to ensure "sustainable livelihoods". The framework is being used to develop national capacity building projects in Malawi and Indonesia, where the pilot phase has already started with SECTOR's technical backstopping. In line with the commitment to work together, the ILO, FAO, International Fund for Agricultural Development, World Food Programme and the United Nations Department of Economic and Social Affairs held a very well-attended high-level side event on "promoting decent work in rural areas for achieving food security" during the 2012 session of the UN Economic and Social Council.

<sup>11</sup> GB.304/STM/1, para. 7.

<sup>12</sup> GB.310/STM/1, para. 17.

<sup>13</sup> Since, in some cases, not all participants from government, workers' and employers' organizations were able to come to the workshop, the delegations from Ghana, Namibia, South Africa and Zimbabwe were not tripartite.

<sup>14</sup> GB.310/STM/1, para. 9.

<sup>15</sup> GB.310/STM/1, para. 55.

<sup>16</sup> GB.310/STM/1, para.7.

<sup>17</sup> GB.312/POL/7.