

Governing Body

335th Session, Geneva, 14–28 March 2019

GB.335/POL/3

Policy Development Section
Social Dialogue Segment

POL

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THIRD ITEM ON THE AGENDA

Sectoral meetings held in 2018 and proposals for sectoral work in 2019 and 2020–21

Purpose of the document

The Governing Body is invited to: take note of the reports of four meetings held in the second half of 2018 (see section I) and authorize the respective follow-up; endorse the proposals made in section II in relation to upcoming sectoral meetings; endorse the proposals made in section III in relation to ILO participation in the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters; and endorse the proposals made in section IV in relation to global sectoral meetings for 2020–21 (see the draft decision in paragraph 33).

Relevant strategic objective: All.

Main relevant outcome/cross-cutting policy driver: Outcome 5, outcome 7 and cross-cutting policy driver: social dialogue.

Policy implications: None.

Legal implications: None.

Financial implications: None in addition to those set out in the Programme and Budget proposals for 2020–21.

Follow-up action required: The Office will be required to deliver the programme, if adopted.

Author unit: Sectoral Policies Department (SECTOR).

Related documents: GB.329/POL/4; GB.329/PV; GB.335/PFA/1.

I. Meetings held in the second half of 2018

A. Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education (18–20 September 2018)

1. In accordance with earlier decisions of the Governing Body, ¹ the Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education was held in Geneva from 18 to 20 September 2018.
2. The Forum was chaired by Ms M. Nojszewska-Dochev (Poland). The Vice-Chairpersons were: Mr A.B. Jillo (Kenya) from the Government group (Mr Jillo was replaced by Mr B. Verlaan (Netherlands) on 20 September); Ms M.I. León Klenke (Peru) from the Employers' group; and Mr D. Robinson (Canada) from the Workers' group.
3. The Forum was attended by 63 participants, including 42 Government delegates and advisers from 26 member States, as well as eight Worker and eight Employer delegates, one adviser from the Workers' group, and five observers from intergovernmental organizations and international non-governmental organizations.
4. The purpose of the Forum was to discuss employment terms and conditions, professional rights and social dialogue mechanisms, including collective bargaining and collegial governance in tertiary education, with the aim of adopting points of consensus, including recommendations for future action by the ILO and its Members.
5. The points of consensus reached by the Forum, including recommendations for future action by the ILO and its Members, are included in the final report of the discussion. ²

B. 13th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (1–5 October 2018)

6. The Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) held its 13th Session from 1 to 5 October 2018 at the ILO headquarters in Geneva. At that session, the CEART examined and made recommendations regarding a number of issues affecting teaching personnel, including teachers and the future of work; privatization and education; technical and vocational education and training conditions at the upper secondary and tertiary levels; the assessment and evaluation of higher education personnel; and financing for education. The CEART also examined a number of allegations from teacher unions regarding the application of the Recommendations concerning Teaching Personnel.
7. The CEART furthermore adopted a declaration entitled “Education is not a commodity: Teachers, the right to education and the future of work”. In line with past practice, the Governing Body is requested to forward the report of the 13th Session of the CEART to the

¹ [GB.329/POL/4](#) and [GB.329/PV](#), para. 512; [GB.332/POL/2](#) and [GB.332/PV](#), para. 364.

² GDFTE/2018/8.

next session of the International Labour Conference, in June 2019.³ In the course of 2019, the United Nations Educational, Scientific and Cultural Organization (UNESCO) will also submit the report to its Executive Board.

C. Subcommittee on Wages of Seafarers of the Joint Maritime Commission
(19 and 20 November 2018)

8. In accordance with earlier decisions of the Governing Body,⁴ the Subcommittee on Wages of Seafarers of the Joint Maritime Commission met in Geneva on 19 and 20 November 2018.⁵
9. The purpose of the meeting was to update the minimum monthly basic pay or wage figure for able seafarers referred to in the Maritime Labour Convention, 2006, as amended, (Guideline B2.2.4), which revised a similar provision in the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), and to make the appropriate recommendation to the Governing Body.
10. The Subcommittee adopted a resolution concerning the ILO minimum monthly basic pay or wage for able seafarers⁶ in which, among other things, it agreed to update the current ILO minimum basic wage for an able seafarer and agreed on the figure to be used as the basis for recalculation purposes. It also invited the Governing Body to convene a meeting of the Subcommittee in the first half of 2021 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2022, and every two years thereafter, and to request the Subcommittee to report directly to the Governing Body.⁷

D. Global Dialogue Forum on Challenges for Decent and Productive Work Arising from Digitalization in the Chemical and Pharmaceutical Industries
(10–12 December 2018)

11. In accordance with earlier decisions of the Governing Body,⁸ the 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.
12. The Forum was chaired by Mr Dongwen Duan (China). The Vice-Chairpersons were: Mr Cesar Augusto Gomez Ruiloba (Panama) from the Government group; Mr Matthias

³ [CEART/13/2018/10](#)

⁴ GB.329/POL/4 and GB.329/PV; GB.331/POL/3 and [GB.331/PV](#).

⁵ The meeting of the Subcommittee, initially scheduled to be held on 20 and 21 June 2018, was rescheduled to avoid possible disturbances with an event in Geneva on those dates.

⁶ SWJMC/2018/6, Appendix III.

⁷ In paragraph 11 of its final report (SWJMC/2018/6), the Subcommittee further recommended that its next session should take place in 2021, back-to-back with the fourth meeting of the Special Tripartite Committee established by the Governing Body under Article XIII of the Maritime Labour Convention, 2006, as amended.

⁸ GB.329/POL/4; GB.329/PV; GB.332/POL/2.

Christof Dipper from the Employers' group; and Mr Anthony Devlin from the Workers' group (Mr Devlin was replaced by Mr Sergio Luis Leite at the end of the fifth and final sitting of the Forum).

13. The Forum was attended by 71 participants, including 33 Government representatives and advisers from 26 member States, as well as eight Worker and eight Employer representatives, 14 additional members (five from the Employers' group and nine from the Workers' group) and eight observers from intergovernmental organizations and international non-governmental organizations.
14. The purpose of the Forum was to discuss opportunities and challenges for decent and productive work arising from digitalization and other new technologies in the chemical and pharmaceutical industries, with the aim of adopting points of consensus, including recommendations for future action by the ILO and its Members.
15. The points of consensus reached by the Forum, including recommendations for future action by the ILO and its Members, are included in the final report of the discussion.⁹

II. Upcoming meetings (second half of 2019)

16. In light of the adoption of the programme of sectoral meetings for 2018–19 by the Governing Body at its 329th Session (March 2017),¹⁰ the dates, duration, official title, purpose and composition of one meeting in 2019 remain to be established by the Governing Body at its current session (see Appendix I).¹¹ The list of global sectoral meetings for the biennium 2018–19 is attached as Appendix IV.

III. ILO participation in the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters

17. At the ILO's Tripartite Meeting on Issues relating to Migrant Fishers, which was held in Geneva in September 2017,¹² the tripartite constituents adopted a set of conclusions on the promotion of decent work for migrant fishers,¹³ which provide that the Office should consider participation as a third and full member in the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters. The link between illegal, unreported and unregulated fishing and decent work deficits had already been emphasized by ILO tripartite constituents at previous meetings.¹⁴

⁹ GDFCPI/2018/8.

¹⁰ GB.329/PV, para. 512 and GB.329/POL/4.

¹¹ [GB.334/POL/PV](#), para. 64 and [GB.334/POL/3](#).

¹² GB.332/POL/2, paras 1–5.

¹³ [TMIMF/2017/7](#), para. 16(f).

¹⁴ See, for example, the [points of consensus](#) of the ILO's Global Dialogue Forum for the Promotion of the Work in Fishing Convention, 2007 (No.188), paras 5 and 14 (2013).

18. The Joint Working Group, which was established in 2000, is composed of eight Governments represented via the Food and Agriculture Organization of the United Nations (FAO) and eight Governments represented via the International Maritime Organization (IMO). It has met three times, and its next session will be held in late 2019. The Office has participated as an observer in all sessions. In 2015, the Joint Working Group recommended that collaboration between the FAO and the IMO, in the context of the Joint Working Group, should be extended to include ILO.¹⁵ The FAO and the IMO endorsed the recommendation.¹⁶
19. In view of the acknowledged need to align FAO and IMO work on illegal, unreported and unregulated fishing with the ILO's work on the promotion of decent work in the fishing sector, the Governing Body is invited to consider the desirability of the Organization's participation as a third and full member of the Joint Working Group and in the light of this consideration, the related representation.

IV. Sectoral policies: Programme of work 2020–21

A. The sectoral approach to decent work

20. The ILO's sector-specific approach to the promotion of decent work cuts across the entire Decent Work Agenda with its four pillars – employment, rights at work, social protection and social dialogue – and its focus on gender equality and non-discrimination, as defined by the 2008 ILO Declaration on Social Justice for a Fair Globalization and the subsequent resolution on advancing social justice through decent work, adopted by the International Labour Conference at its 105th Session (2016).
21. The ILO promotes decent work in specific economic and social sectors¹⁷ by providing support to tripartite constituents to enable them to address their needs and challenges at the global, regional and national levels. Sector-specific work is pursued by fostering collaborative work throughout the Office to reinforce the interrelated, inseparable and mutually supportive character of the four pillars of the Decent Work Agenda. Office-wide synergies and collaboration will continue to be strengthened with a view to applying the sectoral approach, in line with the outcomes of the ILO programme and budget.
22. The Office will also contribute directly to achieving several targets of the Sustainable Development Goals through policy development and technical assistance in specific sectors. Attention will be given to a just transition to environmental sustainability and green jobs in those sectors most affected by climate change. Efforts to promote gender equality and to

¹⁵ FAO/IMO: *Report of the third session of the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated (IUU) Fishing and Related Matters* (2015), paras 43 and 62(2)(c).

¹⁶ FAO: *Report of the 32nd Session of the Committee on Fisheries* (2016), para. 75; and IMO: *Report of the Sub-Committee on Implementation of IMO Instruments to the Maritime Safety Committee and the Marine Environment Protection Committee*, (Oct. 2017), para. 14.47.2.7.

¹⁷ The Office addresses needs and challenges in 22 different sectors, divided into eight groupings: (i) agriculture, food and forestry; (ii) education and research; (iii) energy and mining; (iv) infrastructure, construction and related sectors; (v) manufacturing; (vi) private services sectors; (vii) public service, utilities and health; and (viii) maritime and transport.

strengthen the voice of women will be actively pursued, taking into account the specific characteristics of each sector.

23. In the context of the review of the Sectoral Policies Department (SECTOR), at its 328th Session (October–November 2016), the Governing Body noted the need to bring the sector-specific approach to decent work into line with the ILO's broader priorities, including the Future of Work Initiative. In the same vein, SECTOR is expected to make a commitment to the follow-up to the discussions of the International Labour Conference in 2019 on the future of work. In that context, it is to be noted that the aim of several of the global sectoral meetings proposed for 2020–21 is to contribute to the future of work knowledge base, including through the meetings and research proposed for the following sectors and industries: aquaculture in the context of the rural economy; the automotive industry; media and culture; education; finance; urban transport services; and aviation.

Means of action

24. The sector-specific approach to decent work is promoted through the following means of action:
- building consensus among tripartite constituents on sector-specific policies and practices through global and regional sectoral meetings;
 - promoting the ratification and effective implementation of sectoral Conventions and Recommendations as well as sector-specific codes of practice, guidelines and tools;
 - 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.
25. These means of action are used by the Office to implement the biennial sectoral policies programme, which is comprised of: (i) global sectoral meetings, based on proposals from the sectoral advisory bodies¹⁸ and (ii) recurrent work that the Office is mandated to carry out.

B. Proposed global sectoral meetings 2020–21

26. The ILO promotes social dialogue for consensus-building on sector-specific policies and practices through global tripartite meetings, in other words; technical meetings or meetings of experts. The objective of global tripartite meetings is to adopt conclusions, resolutions,

¹⁸ Sectoral advisory bodies (composed of governmental regional coordinators, members of the secretariats of the Workers' and the Employers' groups, coordinators of the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC) and representatives of relevant Global Union federations and IOE sectoral partners) were established in 2007, to deepen the consultation process on reviewing the content and type of sectoral activities, making recommendations in order to assist the Office in setting priorities for sectoral work (see [GB.298/12\(Rev.\)](#), para. 40). The most recent meeting of the sectoral advisory bodies was held between 29 and 31 January 2019, and chaired by the Chairperson of the Government group, Ambassador Vaqif Sadiqov (Azerbaijan).

points of consensus, codes of practice and guidelines on key and emerging issues at the sectoral level.

27. Based on the recommendations of the sectoral advisory bodies, the Office proposes to hold eight ¹⁹ global tripartite sectoral meetings in 2020 and 2021 (see Appendix II) for the following sectors: aquaculture; construction; automotive; textile, clothing, leather and footwear; finance; education; fisheries; and urban transport services. Preparatory work, including research, will be undertaken on the future of work in the culture and media sectors and in aviation with a view to consideration being given at the next meeting of the sectoral advisory bodies to holding tripartite meetings in these sectors. In addition, the following meetings will be convened in 2020–21:

- A session of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission to update the minimum basic wage figure for able seafarers; and
- 14th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART).

C. Recurrent sectoral work 2020–21

28. Recurrent sectoral work includes the implementation of International Labour Conference and Governing Body decisions and conclusions, resolutions, points of consensus, codes of practice and guidelines adopted by sectoral meetings. The recurrent sectoral work also includes substantive contributions to the policy outcomes of the ILO’s Strategic Plan for 2018–21, including in particular the promotion of decent work in the rural economy.

29. In preparation for the ILO’s Centenary, the Office conducted a review of how challenges and opportunities directly related to the future of work have been discussed by ILO constituents at the more than 50 sectoral meetings it has organized since 2010. ²⁰ The outcome of the review revealed a need for the ILO to improve its understanding of how technological advances, climate change, demographic shifts and globalization are transforming specific sectors. As part of its recurrent sector-specific research agenda, the Office will continue to contribute to enhancing the knowledge base on the future of work in specific economic and social sectors with a view to assisting tripartite constituents in addressing challenges and to seize opportunities in these sectors.

30. The ratification and effective implementation of sectoral Conventions and Recommendations ²¹ and the application of sector-specific codes of practice, guidelines and tools ²² will be promoted through technical advice, training and promotional activities at the global, regional and country levels. Special attention will be given to the promotion of the Safety and Health in Construction Convention, 1988 (No. 167), and the Safety and Health

¹⁹ Resources will be kept in reserve to allow for one additional meeting if and when required (see GB.328/POL/8, Appendix II).

²⁰ ILO: *Back to the Future: Challenges and opportunities for the future of work addressed in ILO sectoral meetings since 2010*, Sectoral Policies Department Working Paper No. 317, 2018.

²¹ The sector-specific international Conventions and Recommendations adopted by the ILO are listed on SECTOR’s website at <http://www.ilo.org/sector/Resources/sectoral-standards/lang--en/index.htm>.

²² The sector-specific codes of practice and guidelines are listed on SECTOR’s website at <http://www.ilo.org/sector/Resources/codes-of-practice-and-guidelines/lang--en/index.htm>.

in Mines Convention, 1995 (No. 176), in line with the recommendations of the ILO Standards Review Mechanism Tripartite Working Group.²³

31. The cross-cutting drivers of gender equality and non-discrimination and a just transition to environmental sustainability will be even more firmly integrated into all aspects of the recurrent sectoral work in 2020–21. This includes new research on green jobs in renewable energy and on ways to facilitate a just transition in specific sectors, a study on gender equality in the mining sector and a stronger focus on persistent gender gaps in future reports about other economic sectors.
32. The promotion of policy coherence and the leveraging of support for decent work through strategic partnerships continues to be an indispensable element of the ILO's sector-specific work, particularly in the light of the 2030 Agenda for Sustainable Development and in support of the ongoing reform of the United Nations system. As many multilateral organizations operate on the basis of a sector-specific mandate, efforts will be made to further strengthen strategic partnerships within the United Nations system and with other international organizations and institutions (see Appendix III).

Draft decision

33. *The Governing Body:*

- (a) *took note of the reports of the meetings referred to in section I of document GB.335/POL/3 and authorized the Director-General to publish the final reports of these meetings;*
- (b) *forwarded the report of the 13th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), along with any observations made by the Governing Body, to the International Labour Conference at its 108th Session (June 2019) for examination in the first instance by the Committee on the Application of Standards;*
- (c) *authorized the Director-General to notify, in accordance with Guideline B2.2.4 of the Maritime Labour Convention, 2006, as amended (MLC, 2006), the revised amount of the minimum monthly basic pay or wage figure for able seafarers to the Members of the ILO and approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2021;*
- (d) *requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the meetings referred to in section I of document GB.335/POL/3;*
- (e) *endorsed the proposal contained in Appendix I to document GB.335/POL/3 relating to the dates, duration, official title, purpose and composition of the meeting;*

²³ GB.334/LILS/3 and GB.334/LILS/PV, para. 58.

- (f) authorized the Organization's participation as a full member in the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated fishing and decided that two representatives of employers and two representatives of workers would be appointed by their respective groups; and*
- (g) endorsed the proposed programme of global sectoral meetings for 2020–21 contained in Appendix II to document GB.335/POL/3 as recommended by the sectoral advisory bodies, subject to approval by the International Labour Conference at its 108th Session (June 2019) of the corresponding allocations in the Programme and Budget for 2020–21.*

Appendix I

Programme of sectoral meetings (second half of 2019)

Meetings as adopted by the Governing Body	Proposed dates	Proposed duration	Proposed title	Proposed purpose	Proposed composition (G/E/W)
Meeting of Experts to Adopt a Code of Practice or Guidelines on Best Practices in Road Transport Safety	23–27 September 2019	5 days	Meeting of Experts to Adopt Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector	The purpose of the Meeting of Experts is to adopt guidelines on the promotion of decent work and road safety in the transport sector, as called for in the resolution concerning best practices in road transport safety adopted by the 2015 Tripartite Sectoral Meeting on Safety and Health in the Road Transport Sector.	<p>Eight Government experts; eight Employers' experts; eight Workers' experts; interested governments as observers (one per government).</p> <p>Intergovernmental and non-governmental organizations as observers.</p> <p>Governments ¹ to be invited: Australia, Cameroon, Chile, China, Finland, Kenya, Poland and the United States.</p> <p>Governments on the reserve list: Brazil, Burkina Faso, France, India, Republic of Korea, Mexico, Ukraine and Zambia.</p>

¹ In line with article 4.3 of the Standing Orders for meetings of experts (November 2018), the Office has, following consultations with regional coordinators, prepared a list of member States that are relevant to the subject matter of the meeting.

Appendix II

Recommendations by the sectoral advisory bodies for global sectoral meetings for 2020–2021

Sectors	Proposals
Agriculture, food, drink and tobacco	Technical meeting on the future of work in aquaculture in the context of the rural economy
Construction	Meeting of experts to revise the 1992 code of practice on safety and health in construction
Transport equipment manufacturing	Technical meeting on the future of work in the automotive industry and the need to invest in people's capabilities and decent and sustainable work
Textiles, clothing, leather and footwear	Meeting of experts to discuss and adopt a code of practice on safety and health in textiles, clothing, leather and footwear
Media, culture, graphical, sports	Research on the future of work in the culture and media sectors with a view to considering a tripartite meeting at the next meeting of the sectoral advisory bodies
Financial services; professional services	Technical meeting on the impact of digitalization in the finance sector
Education	Technical meeting on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda The Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART)
Maritime (shipping)	The Subcommittee on Wages of Seafarers of the Joint Maritime Commission
Maritime (fisheries)	Meeting of experts to produce joint ILO–IMO guidelines for medical examination of fishers (subject to the consideration of the suspension of the Standing Orders and approval by the appropriate bodies of the IMO)
Transport (road and railways)	Technical meeting on the future of decent and sustainable work in urban transport services
Transport (civil aviation)	Research on the future of decent and sustainable work in aviation with a view to considering a tripartite meeting at the next meeting of the sectoral advisory bodies
Note: Inland waterways – Meeting of experts on decent work in the inland waterways sector – consensus to move to the biennium 2022–23.	

Appendix III

The ILO's strategic partners for sector-specific work

- Food and Agriculture Organization of the United Nations (FAO)
- International Fund for Agricultural Development (IFAD)
- World Health Organization (WHO)
- International Maritime Organization (IMO)
- International Telecommunications Union (ITU)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)
- United Nations Environment Programme (UNEP)
- United Nations Industrial Development Organization (UNIDO)
- UN-Water
- UN-Oceans
- World Tourism Organization (UNWTO)
- United Nations Economic Commission for Europe (UNECE)
- International Civil Aviation Organization (ICAO)
- Organisation for Economic Co-operation and Development (OECD)
- World Bank Group
- Regional development banks
- G20
- World Economic Forum

Appendix IV

List of global sectoral meetings for the biennium 2018–19 ¹

<i>Date</i>	<i>Title of meeting</i>	<i>Place</i>
2018		
22–26 January	Meeting of Experts to Adopt a Code of Practice on Safety and Health in Shipbuilding and Ship Repair	Geneva
16–20 April	Meeting of Experts to adopt Guidelines on Decent Work in Public Emergency Services	Geneva
18–20 September	Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education	Geneva
1–5 October	13th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART)	Geneva
19–20 November	Subcommittee on Wages of Seafarers of the Joint Maritime Commission	Geneva
10–12 December	Global Dialogue Forum on Challenges for Decent and Productive Work Arising from Digitalization in the Chemical and Pharmaceutical Industries	Geneva
2019		
25 February–1 March	Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers	Geneva
9–11 April	Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (E-waste)	Geneva
6–10 May	Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry	Geneva
23–27 September (tbc)	Meeting of Experts to Adopt a Code of Practice or Guidelines on Best Practices in Road Transport Safety	Geneva
3–5 December	Global Dialogue Forum on Decent Work in the World of Sport	Geneva

¹ Further to the decision adopted by the Governing Body at its 329th Session (March 2017) (GB.329/POL/4).