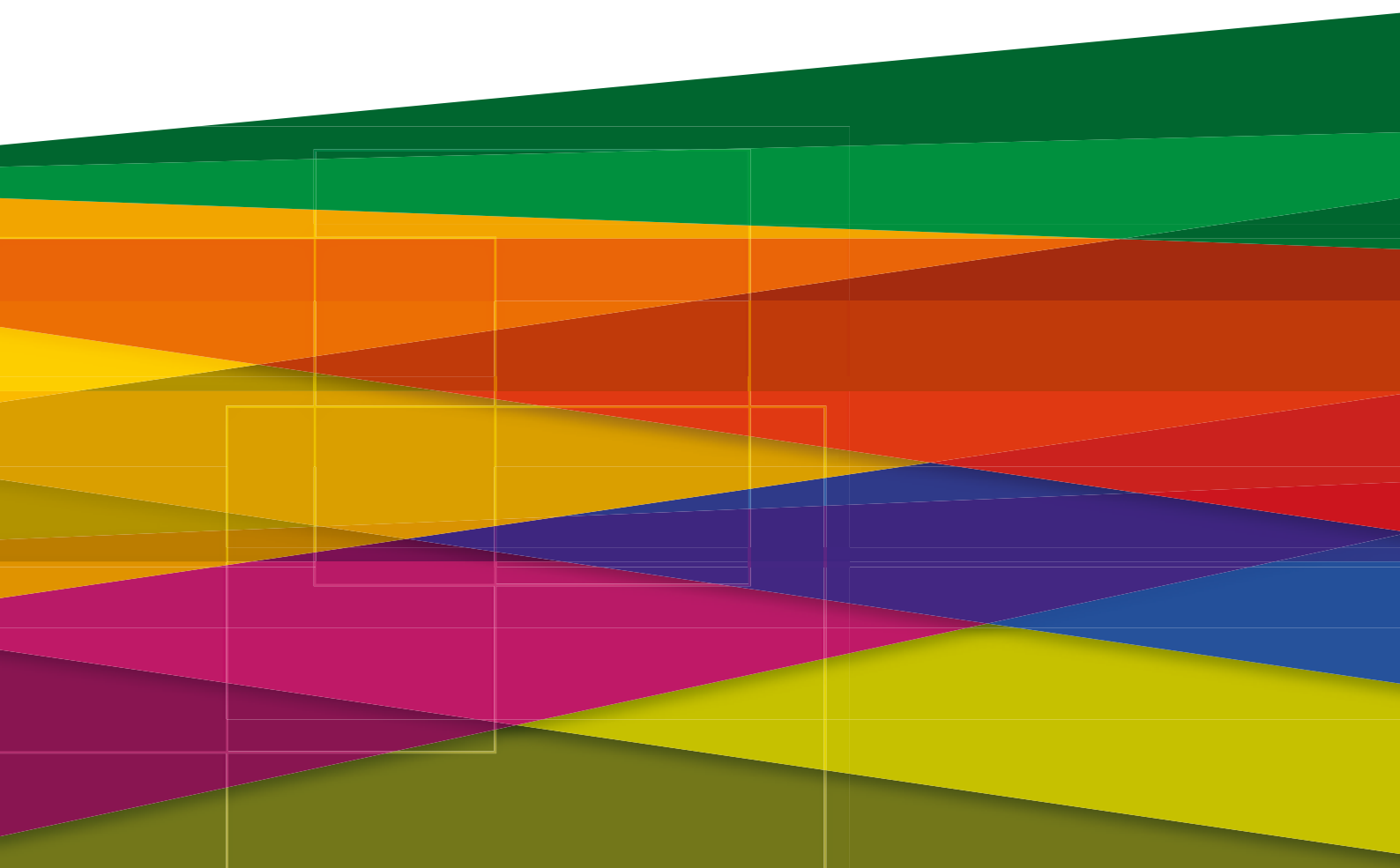




International  
Labour  
Organization

# Sectoral Policies Department

## 2016–17 Highlights





# SECTORAL POLICIES DEPARTMENT

2016–17 Highlights



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# Introduction

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

The sectoral approach to decent work covers the four pillars of the Decent Work Agenda – employment, rights at work, social protection and social dialogue – while addressing the specific characteristics of each sector or industry. In recent years, globalization, technological change and the rapidly changing character of production, work organization and employment within global supply chains have had a profound impact on how sectors and industries function. The slow and uneven economic recovery from the global jobs crisis has generated an increased interest in applying policies and strategies at the sectoral level to promote decent work and productive employment. The sectoral approach to decent work supports new forms of social dialogue and innovative interventions following these rapid changes in the world of work.

SECTOR's areas of work are defined through a comprehensive consultation process with sectoral tripartite constituents, in order to identify the current and emerging issues affecting each industry. Every biennium, the Department promotes consensus-building on sector-specific policies and practices through global and regional tripartite meetings, and develops and disseminates knowledge and information relating to sectoral economic, social and employment trends. It also promotes the ratification and effective implementation of sectoral international labour standards, and develops codes of practice and guidelines in a tripartite setting. In addition, SECTOR provides

technical assistance for developing the capacity of tripartite constituents to implement sectoral policies and programmes at country level. The promotion of policy coherence on key sectoral issues is enhanced through strategic partnerships with other United Nations agencies, multilateral organizations and other international stakeholders.

The Department is also responsible for the coordination of Programme and Budget (P&B) outcome 5 on the promotion of decent work in the rural economy. In addition, it contributes to the ILO's work on the promotion of decent work in global supply chains and on the Future of Work Centenary Initiative and other office-wide initiatives.

This brochure presents an overview of the outputs and results of SECTOR's work in the 2016-17 biennium. It is organized around the different economic sectors and sub-sectors covered by the Department.<sup>1</sup> Although the sections below cover only a fraction of the achievements, they exemplify the kind of work that can be built on and expanded through sectoral social dialogue.

**Alette van Leur**

Director, Sectoral Policies Department

<sup>1</sup> The ILO addresses needs and challenges in 22 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.



# Commerce

## KNOWLEDGE DEVELOPMENT

The HIV and AIDS: Guidelines for the retail sector were launched in Zambia at an event in September 2017 attended by national constituents. The Guidelines – validated by a tripartite workshop in Uganda in 2013 – outline strategies for preventing HIV infection and supporting HIV-affected workers in the retail commerce sectors. The guidelines place an emphasis on prevention, non-discrimination and workplace support as a means of boosting retention and productivity of workers in the industry, many of whom are young.







# Construction

## CAPACITY DEVELOPMENT

Technical support was provided to several projects dealing with issues in the construction industry such as green jobs, child labour, migration, gender equality and enterprise development. These included a project to empower indigenous women in Bolivia's construction sector, a project on engagement with the construction sector in the Arab states, and a project on occupational safety and health (OSH) in the construction sector in Turkey.

Efforts aimed at promoting decent work in mega sports events were continued, which have ensured that labour issues are given greater consideration. These events include the FIFA World Cup in the Russian Federation (2018), Olympic Games in Japan (2020) and the FIFA World Cup in Qatar (2022). Technical advice was also provided to the International Olympic Committee's sustainability strategy.

Collaboration with the International Training Centre of the ILO (ITCILO) in Turin, Italy on capacity-building in construction continued during the biennium. This included a course on OSH in construction, a construction module of the Green Jobs Academy, and a newly developed course on Green Building and Construction.

Cooperation with the Building and Wood Workers' International (BWI) included providing support to a report on working conditions in the global cement industry.

## POLICY COHERENCE

Synergies were strengthened with international partners dealing with the construction industry, such as providing technical advice to the World Economic Forum initiative "Shaping the future of construction", which had a specific focus on automation of employment and labour. SECTOR was also actively involved in the process leading to the 2016 United Nations Conference on Housing and Sustainable Urban Development (Habitat III), which concluded with the adoption of the Quito Declaration.

# Education

## POLICY COHERENCE

Work in the education sector focused on raising awareness of labour and employment dimensions of the teaching profession, in line with the target on teachers under Sustainable Development Goal (SDG) 4. Shortly before the adoption of the SDGs, the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) issued a communiqué calling for “empowering teachers”. This language was reflected in the Education 2030 Framework for Action, which states that “As teachers are a fundamental condition for guaranteeing quality education, teachers and educators should be empowered, adequately recruited and remunerated, motivated, professionally qualified, and supported within well-resourced, efficient and effectively governed systems”.

SECTOR worked to further develop these principles through its membership of the Steering Committee of SDG 4, and the Steering Committee of the International Task Force on Teachers for Education 2030, which in 2016 adopted the Mexico Declaration on the Implementation of the Teacher Target in the Sustainable Development Goals and Education 2030.

The Department also contributed to two events, one in Paris and the other in New York, to mark the 50<sup>th</sup> anniversary of the 1966 ILO/UNESCO Recommendation on the Status of Teachers, as well as continued its contribution to the annual commemorations of the World Teachers’ Day.

Pursuing its regular work, the CEART issued two reports on allegations by teacher unions of non-implementation of principles of the 1966 Recommendation, which were reviewed by the ILO’s Governing Body and the UNESCO Executive Board.







# Financial services

## CONSENSUS BUILDING

*Global Dialogue Forum on the Challenges and Opportunities of Teleworking for Workers and Employers in the Information and Communications Technologies and Financial Services Sectors*

Geneva | 24-26 October 2016

In October 2016, SECTOR organized this Forum, in which constituents exchanged experiences and good practices in telework in these highly digitized industries. Participants agreed that telework could offer numerous benefits, ranging from shorter commutes, better work-life balance and reduced overhead costs, to increased productivity and solutions to urban traffic and pollution. Participants stressed that teleworkers in regular employment relationships should have the same rights as on-site workers and that teleworking arrangements should be voluntary and reversible. They also agreed that freedom of association and collective bargaining rights fully applied to such teleworkers. The meeting underlined the importance of social dialogue in crafting policies and regulations on telework, and the need to provide managers and workers with adequate support and training to optimize telework arrangements.

# Forestry

## POLICY COHERENCE

Collaboration was strengthened with the Partnership for Action on the Green Economy, which is an inter-agency initiative between the ILO, UNDP, UNIDO, UNEP and UNITAR that seeks to put sustainability at the heart of economic policy-making to advance the 2030 Agenda for Sustainable Development.

Another example of fruitful cooperation with other organizations is the FAO - United Nations Economic Commission for Europe (UNECE) - ILO Team of Specialists on Green Jobs in the Forest Sector, which provides policy advice on employment and labour issues. Most recently, the Department contributed to a study on Green Jobs in the Forest Sector prepared by the above mentioned Team of Specialists.







# Health services

## CONSENSUS BUILDING

*Tripartite Meeting on Improving Employment and Working Conditions in Health Services*  
Geneva | 24-28 April 2017

This meeting brought together representatives of governments, employers and workers to discuss challenges and opportunities for enhancing decent work in health services. It explored decent work strategies that effectively address health workforce shortages, as a prerequisite to enabling provision of equal access to health care for all in need.

Participants emphasized the importance of decent work in the health sector for ensuring effective and resilient health systems and making progress towards various SDGs. The governments and social partners agreed that decent work for health workers needs to be considered in the context of the future of work, in particular:

- the demographic trends that drive the high demand for health workers;
- rapid developments in health needs, science and technology;
- evolving migration and gender dynamics; and
- changing employment relationships.

Social dialogue was identified as a key strategy for improving the working conditions of health workers.

The meeting's conclusions emphasised that skills development, training, continuing education, enforcing safety and health standards, and better working conditions and pay can lead to greater attractiveness of health service careers, more motivated and qualified workers, and higher productivity. They also underlined the need to ensure policy coherence in international initiatives and partnerships, in line with existing labour standards and WHO guidance tools.

## KNOWLEDGE DEVELOPMENT

Building on the joint research initiative of SECTOR and the Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK) on working time organization in the health sector (2014-15), two further publications were produced:

*South Africa: Case study on working time organization and its effects in the health services sector*

The case study explores the complex issues around working time organization and its effects in South Africa's health service. It identifies factors contributing to long working hours, including personnel shortages, staff turnover



and ineffective management; plus overtime work and multiple jobs to supplement low wages. Recognizing the impact of working time arrangements on workers' well-being and quality of health care, the paper emphasizes the need to address staff shortages and provide systematic capacity building on the arrangement of working time.

*Policy Brief: Decent Working Time for Nursing Personnel: Critical for Worker Well-being and Quality Care*

This ILO policy brief focuses on nursing staff as the sector's largest occupational group. It discusses factors shaping working time for nursing personnel, describes the effects of irregular working time, and highlights the importance of balanced working time arrangements for quality of care. The paper provides practical information and recommendations for addressing working time issues.

## CAPACITY DEVELOPMENT

*HealthWISE Training of Trainers Workshop in China*

HealthWISE is a practical, participatory, quality improvement tool for health facilities. It encourages managers and workers to work together to improve workplaces and practices with low-cost solutions.

This workshop, co-organized by SECTOR, the Gender, Equality and Diversity Branch (GED) and the ILO Country Office in Beijing, was held in Zhengzhou, Henan Province

(16-19 October 2017), as a follow-up to two previous HealthWISE training workshops in China in 2015-16. The first two days brought together participants of the training workshop and participants of the concurrent first conference of the newly established Committee on occupational safety and health in the health sector. In total, about 100 participants representing 29 hospitals and several institutions from nine provinces attended the first two days. Forty participants attended the second part, which focused on practical HealthWISE training with an emphasis on occupational safety and health. A mixture of lectures and interactive group work was combined with a practical workplace assessment exercise during a field visit to a hospital in Zhengzhou. The Training of Trainers workshop contributed to the roll-out of capacity-building in occupational safety and health for Chinese health workers.

## POLICY COHERENCE

### *The ILO-WHO-OECD Working for Health Programme*

The High-level Commission on Health Employment and Economic Growth, established in March 2016 by the UN Secretary-General, was co-chaired by the Presidents of South Africa and of France. ILO Director-General Guy Ryder and the executive heads of the WHO and OECD were co-vice chairs. In its report launched in September 2016, the Commission proposed ten recommendations and five immediate actions towards ensuring decent job creation in the health sector to deliver universal health coverage.

The Commission's recommendations have been endorsed and supported by the United Nations General Assembly, the OECD Health Ministerial Meeting, the United Nations 61<sup>st</sup> Commission on the Status of Women, the G20 Health Ministers meeting, the High-Level Political Forum of the United Nations, the ILO Governing Body and the World Health Assembly.

As one of its immediate actions, the Commission requested the ILO, OECD and WHO to develop a five-year implementation plan for its recommendations. The Plan sets out how the ILO, OECD and WHO will support member States in the implementation of the Commission's recommendations. The ILO-WHO-OECD "Working for Health" Programme (2017-21) was in turn established as the organizational framework for implementing the Commission's recommendations through the Five-Year Action Plan. SECTOR coordinates the ILO contributions to this Five-Year Programme, contributes to the secretariat work of the ILO-WHO-OECD Programme, and facilitates consultation with constituents to ensure their viewpoints and experiences are reflected in its activities. Joint activities to transform and expand the health workforce are being implemented in the eight countries of the West African Economic and Monetary Union (UEMOA). The Southern African Development Community (SADC) has also requested support from the ILO, OECD and WHO.



# Hotels; catering; tourism

## CONSENSUS BUILDING

### *Meeting of Experts to adopt Guidelines on Decent Work and Socially Responsible Tourism*

Geneva | 20-24 February 2017

This tripartite meeting of Experts, which adopted the above Guidelines, highlighted the importance of tourism as a driver for job creation and for the promotion of local economic development, culture and products. It addressed challenges facing tourism and the need for adaptability to market trends and demands, in times of technological change, growth of social networks, social and demographic change, climate change and natural disasters. The experts from governments, employers and workers agreed that mechanisms to shape development policies should aim to foster decent work and socially responsible tourism in line with the SDGs and particularly SDGs 8, 12 and 14.

The Guidelines can support ILO constituents and other stakeholders in designing and implementing interventions aimed at promoting decent work and full and productive employment in tourism. These Guidelines can:

- help promote a sound and enabling environment for sustainable tourism enterprises;
- ensure that public policies in the tourism sector pay adequate attention to promoting youth employment and gender equality;

- facilitate the transition to formality;
- address decent work deficits, such as excessively long working hours, low wages, lack of social protection;
- ensure a rights-based approach to the promotion of sustainable tourism; design human resources development strategies and policies; and
- foster effective social dialogue and tripartism within the industry.

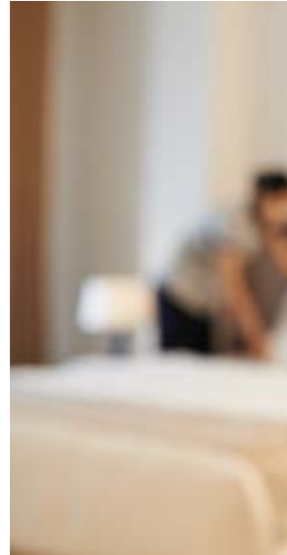
## POLICY COHERENCE

### *Seventh G20 Tourism Ministers' Meeting and First World Conference on Tourism for Development*

Beijing | 18-21 May 2016

SECTOR represented the ILO at the 7<sup>th</sup> G20 Tourism Ministers' Meeting, in Beijing under China's G20 Presidency. The Declaration on "Sustainable Tourism – An Effective Tool for Inclusive Development", adopted by the meeting, highlights the great potential of tourism to create quality jobs and empower groups that are vulnerable to social and economic risks, and to contribute to the achievement of the SDGs.

The Department also participated in the First World Conference on Tourism for Development organized by the Government of China and the UNWTO, which discussed in detail tourism's role as a driver of job creation, social and economic development, poverty reduction and peace.





*ILO/UNWTO conference on decent work and socially responsible tourism*  
Madrid | 20 October 2017



This conference was organized in the framework of the International Year of Sustainable Tourism for Development and provided tripartite sectoral constituents a platform to discuss the contribution of decent work to sustainable tourism and the sector's potential to create socio-economic growth and reduce poverty in line with the Sustainable Development Goals. The conference addressed issues related to tourism and employment, as well as issues of governance, corporate social responsibility, responsible production and consumption patterns, universal accessibility and equitable redistribution of benefits generated by tourism sector.





# Mechanical and electrical engineering

## KNOWLEDGE DEVELOPMENT

*The impact of procurement practices in the electronics sector on labour rights and temporary and other forms of employment*

Supply chain networks with a high level of outsourcing and subcontracting characterize the electronics industry. In recent years, lead firms have increasingly outsourced manufacturing, as well as pre- and post-manufacturing activities. This led to the development of large intermediary contract manufacturers, working with a vast base of suppliers. For instance, the world's largest contract manufacturer of electronic goods manages a vast network of buyers and suppliers. With multi-tiered production, suppliers face numerous challenges regarding timing, and a context of very flexible employment has emerged, with some employers resorting extensively to temporary workers.

To widen understanding of these trends, SECTOR published a Working Paper in 2017 on the impact of purchasing practices in the electronics sector on labour rights and temporary and other forms of employment. The research casts new light on how purchasing practices impact not only on rights at work and non-standard forms of employment, but also on wages, working hours and occupational safety and health. A variety of stakeholders, individually and collectively, are required to drive change and enforce standards in the electronics industry. Based on a careful examination of public governance and private standards in the electronics supply chain, the paper concludes with an evaluation of how different stakeholders

can jointly help improve purchasing practices, including through government regulation supported by government procurement practices.

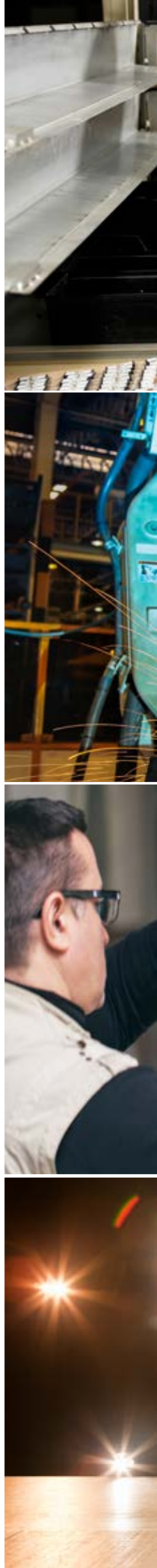
## CAPACITY DEVELOPMENT

In November 2017, SECTOR helped facilitate and design an e-waste module for an innovative training course on opportunities for green jobs in the waste sector. The International Training Centre of the ILO (ITCILO) hosted the course.

## POLICY COHERENCE

*Collaboration with the UN to tackle e-waste*

Electronic and electrical equipment waste – “e-waste” – is a growing environmental challenge around the world. During the biennium, SECTOR has contributed to the United Nations Issue Management Group on Tackling E-Waste. To strengthen coordination and promotion of joint programme and policy initiatives in the UN system on e-waste prevention and its environmentally sound management, the Group prepared a report – United Nations System-wide Response to Tackling E-waste. SECTOR also participates actively in the Partnership for Action on Computing Equipment (PACE). At the thirteenth meeting of the Conference of the Parties to the Basel Convention (Geneva, 24 April – 5 May 2017), the parties adopted a revised guidance document on environmentally sound management of used and end-of-life computing equipment, which PACE produced.





# Media; culture; graphical

## KNOWLEDGE DEVELOPMENT

SECTOR has promoted principles of freedom of association and collective bargaining as well as the implementation of the points of consensus of the 2014 Global Dialogue Forum on the Media and Culture Sector, at research workshops in Rome and Brussels, and at a meeting of film and theatre actors in Sao Paulo. Work by SECTOR on journalists' occupational safety and health fed into a paragraph on labour in the UN Plan of Action on the Safety of Journalists and the Issue of Impunity, published in 2017.

SECTOR published a study on employment relationships in the media and culture industries, focusing on non-European countries; and a working paper on opportunities and challenges for decent work in sport, exploring the labour dimensions of professional athleticism.





# Mining (coal; other mining)

## CONSENSUS BUILDING

### *Meeting of Experts on Safety and Health in Opencast Mines*

Geneva | 16-20 October 2017

ILO constituents have made great efforts to improve safety and health in mining at the global level following the adoption of the Safety and Health in Mines Convention, 1995 (No.176). Much thought went into improving machinery and technologies used, but many hazards have still not yet been fully eliminated or controlled. Practices also vary greatly between countries, and within countries between specific mining sites.

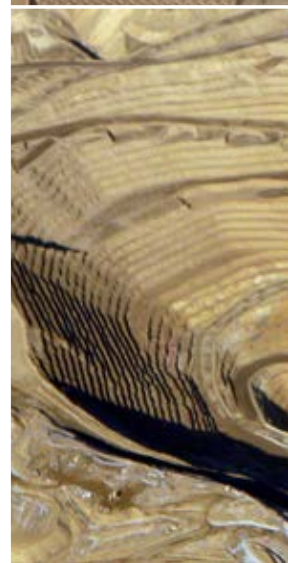
A code of practice was adopted by the Meeting of Experts on Safety and Health in Opencast Mines to replace an ILO code from 1991. The code aims to address decent work related issues following the many changes in the industry, its workforce, the roles of the competent authorities, employers, workers and their organizations, and the development of new ILO instruments on occupational safety and health. The new code is based on the principles of Convention 176, including risk assessment. It also addresses issues such as the interaction between large-scale and small-scale artisanal mines, and includes a section on automated machinery.

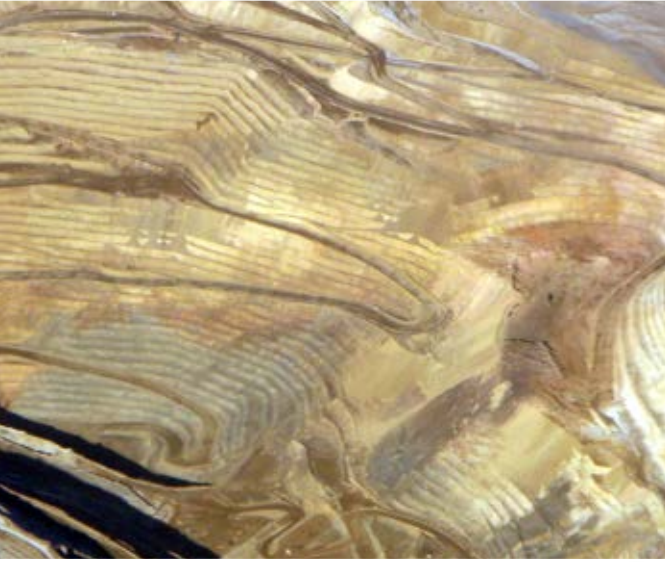
The code addresses specific hazards, including the use of hazardous substances, electricity, transport

equipment and explosives; working at heights; flooding; and drilling. It further addresses general controls, such as training, ergonomics, and work organization. A concluding section of the code discusses special protection, including general welfare, hygiene, alcohol and drug use, and HIV/AIDS.

## CAPACITY DEVELOPMENT

Given the great importance of safety and health for the mining industry and its workers, much work of the ILO has evolved around the promotion of the Safety and Health in Mines Convention, 1995 (No.176). Upon request, SECTOR conducted technical assistance missions in the Philippines (the first Asian country to have ratified the Convention, in 1998), Indonesia and Pakistan. Tripartite workshops were held in these three countries in order to improve OSH practices in the mining industry. In these workshops, national constituents assessed to what extent existing national frameworks and practices were in line with the Convention's provisions and international good practice, for instance incorporated in relevant codes of practice. The work in these countries is part of the ILO's follow-up to regional meetings on safety and health in mining conducted in 2009 and 2013.





In addition, the ILO, with SECTOR's help, is undertaking technical cooperation projects on improving OSH in mining in countries with an important mining industry (such as Mongolia and Ukraine).

## POLICY COHERENCE

As a key sector for the economy of many countries, mining is also given great importance in other UN organizations. UNECE's work on coal-mine methane safe capture and use has a central OSH component and contributes to just transitions in coalmining. It is carried out with the active involvement of the ILO sectoral specialist, as an ex-officio member of the Group of Experts' Bureau.



# Oil and gas production; oil refining

## CONSENSUS BUILDING

### *Tripartite Sectoral Meeting on Occupational Safety and Health and Skills in the Oil and Gas Industry Operating in Polar and Subarctic Climate Zones of the Northern Hemisphere*

Geneva | 26-29 January 2016

24 government representatives from 14 countries, seven employer and ten worker members, and representatives of intergovernmental and international non-governmental organizations attended the meeting. It adopted conclusions on:

- risks and challenges analysis for oil and gas workers' health and well-being in Arctic operations;
- policies needed by the ILO's tripartite constituents to improve workers' health and well-being in the Arctic and tools that would best serve in initiating, implementing, monitoring and continuously improving OSH in Arctic operations; and
- recommendations for future action by the ILO and its members.

The conclusions request tripartite constituents to reinforce the use of existing OSH mechanisms; take into consideration knowledge developed through work carried out by other international organizations; recognize relevant regulations on working hours for oil and gas workers in the Arctic; and establish appropriate apprenticeship programmes. Governments are requested to establish a tripartite mechanism to facilitate formulation of appropriate health and safety best practices for oil and gas operations in the Arctic.

### *Sub-Saharan African Tripartite Workshop on Occupational Safety and Health in the Oil and Gas Industry*

Maputo | 17-18 May 2017

23 representatives of governments, employers and workers from seven countries attended the Workshop. The workshop adopted Points of Consensus to promote a preventative safety and health culture in sub-Saharan Africa's oil and gas industry. These included the identification of risks and challenges for workers' safety and health; promoting a preventative safety and health culture; recommending future action by the ILO and its members; and requesting the ILO's tripartite constituents to develop and reinforce OSH management mechanisms through social dialogue.







The Points of Consensus request Governments to:

- ratify and implement relevant international labour standards;
- ensure full compliance with national laws and regulations and access to appropriate and effective remedy and complaints mechanisms;
- implement integrated systems for collecting and sharing OSH information, data and statistics and for recording and notification of occupational accidents and diseases;
- empower labour administration and labour inspection systems; and
- establish tripartite national, regional and international mechanisms to share good practices and enhance cooperation – to ensure an integrated approach across different government departments and agencies for promoting a preventative safety and health culture in the industry.

# Public service

## KNOWLEDGE DEVELOPMENT

As a follow up to the 2014 Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service, three Working Papers were prepared in 2017, on: the scope of issues subject to collective bargaining in the public service; the diversity of practices in social dialogue in the public service; and the scope of essential services. They will be used to promote further dialogue among constituents, with full knowledge of existing practices, which will allow them to improve their own.

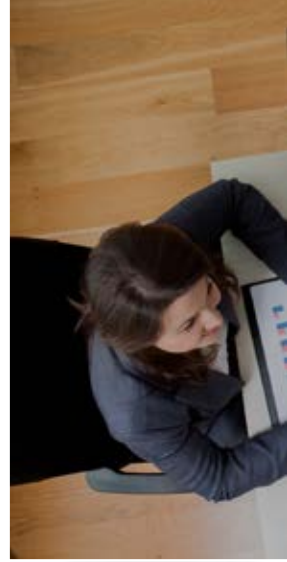
In preparation for an ILO Meeting of Experts, in April 2018, SECTOR has prepared draft Guidelines on Decent Work in Public Emergency Services.

## CAPACITY DEVELOPMENT

In 2017, the Philippines became the 54<sup>th</sup> ILO member State, and the first in the Asia-Pacific region, to ratify the Labour Relations (Public Service) Convention, 1978 (No. 151), as a result of SECTOR technical assistance since 2011. Seven Member States have ratified the Convention since 2013, representing the highest rate of ratification since 1982. The Department also provided technical assistance to Madagascar, Malawi and South Africa – as part of the SADC policy to promote C151 in the region – and to Montenegro.

Since 2011, this technical assistance has resulted in three ratifications of the Convention by member States, and to fruitful negotiations in Botswana. SECTOR delivered this technical assistance through gap analyses and workshops. The gap analyses consist of comparisons between national legislation and the provisions of Convention No. 151, including comments made by the Committee of Experts on the Application of Conventions and Recommendations. The workshops, in turn, presented the gap analyses and provided information useful to implement the Convention, using recent SECTOR tools. These included the 2011 Manual on Collective Bargaining and Dispute Resolution in the Public Service, the 2012 Training Workbook “Promoting Collective Bargaining and Dispute Resolution in the Public Service” and the 2015 supplement to the Manual, “Promoting constructive approaches to labour relations in the public service”. Participants represented all the major public service unions and ministries.

SECTOR also delivered a presentation on “the future of work and the fight against corruption” to public service organizations in Mauritius, invited by the Independent Commission Against Corruption.





# Shipping; ports; fisheries; inland waterways

## CONSENSUS BUILDING

*Second meeting of the Special Tripartite Committee (STC) of the Maritime Labour Convention 2006*

Geneva | 8-10 February 2016

This Committee, supported by the International Labour Standards Department (NORMES) and SECTOR, is composed of representatives from Member States, Shipowners and Seafarers. The Committee's mandate is to continuously review the working of the MLC.

*Meeting of the Working Group of the Special Tripartite Committee established under the Maritime Labour Convention 2006 (MLC, 2006)*

Geneva | 3-5 April 2017

The Working Group's terms of reference included examining issues related to the protection of seafarers' wages when the seafarer is held captive on or off the ship because of acts such as piracy or armed robbery; and developing guidance for the submission of amendments to the Code of the MLC, 2006. NORMES organized the meeting with the support of SECTOR, including preparation of documents.

*Ad Hoc Tripartite Maritime Committee for the amendment of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)*

Geneva | 10-12 February 2016

The Committee convened a meeting in February 2016 for the amendment of Convention No. 185. NORMES and SECTOR supported the meeting. The Committee adopted, inter alia, a Resolution on the Facilitation of Access to shore leave and transit of seafarers.







*Subcommittee on Wages of Seafarers of the  
Joint Maritime Commission*  
Geneva | 6-7 April 2016

This Subcommittee, composed of representatives of seafarers and shipowners, meets every two years to update the basic pay or wages of able seafarers, as referred to in the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187) and the MLC 2006. This subcommittee is unique, being the only ILO body setting the basic wage for any industry. As the Subcommittee was unable to reach an agreement, the ILO minimum monthly basic wage for able seafarers remained at US\$614.

*Meeting of Experts to Adopt a Revised Code  
of Practice on Safety and Health in Ports*  
Geneva | 21-30 November 2016

A Tripartite Meeting of Experts composed of experts from governments, employers, and workers and their advisers, and observers from governments and intergovernmental organizations, adopted the Revised Code of Practice on Safety and Health in Ports in November 2016. The meeting aimed to ensure that the Code reflects the port industry, recognising the Code as the definitive guide to safeguarding the health and safety of port workers. This fourth edition of the Code (first published in 2005) replaced two former ILO publications: "Guide to safety and health in dock work" (1976) and "Safety and health in dock work: An ILO code of practice" (second edition, 1977). The practical recommendations in the Code provide relevant guidance to ILO constituents and all

those responsible for – or involved in – the management, operation, maintenance and development of ports. Key points include the requirement for ports to develop working practices that safeguard the safety and health of port workers in relation to the port's own specific circumstances, based on guidelines in the Code and other established principles such as the ILO's occupational safety and health conventions. The Code also addresses issues faced by women portworkers.

*Tripartite Meeting on issues relating to Migrant Fishers*

Geneva | 18-22 September 2017

The meeting covered the vulnerabilities migrant fishers are exposed to, such as decent work deficits, discrimination, forced labour and trafficking, and efforts made through national, regional and international cooperative efforts. It was a follow-up to the Resolution concerning the promotion of welfare for fishers – the 96<sup>th</sup> Session (2007) of the International Labour Conference. The meeting was comprised of government, employer and worker representatives, and observers from intergovernmental and international non-governmental organizations.

## KNOWLEDGE DEVELOPMENT

*Portworker Development Programme in Bulk Terminals (Instructional material)*

The Portworker Development Programme in Bulk Terminals (PDP II), developed with support from the Government of the Republic

of Korea, provides training materials for the industry. The project builds on PDP I, which focused mainly on handling and supervision of container terminal operations in ports.

PDP II aims to improve these aspects plus cargo-handling performance of port workers working with bulk commodities. The training materials target port workers working in bulk terminals handling major dry bulk cargoes, including iron ore, coal, fertilizer, grain and alumina. PDP II is part of the ILO's long-term goals to ensure the safety, health, working conditions and practices, welfare, status and vocational training of port workers; and to assist countries in establishing and/or improving the training of their port workers.

*The flexibility provisions of the Work in Fishing Convention, 2007 (No. 188)*

The ILO has prepared a working paper outlining the flexibility provisions of Convention No. 188 in order to clarify their scope and limits to member States and constituents. It explains how flexibility may facilitate widespread acceptance of the Convention by permitting to adapt – where necessary and under specific conditions – the level of protection it affords to particular national practices and circumstances.

*Guidelines on flag State inspection of working and living conditions on board fishing vessels*

SECTOR is developing tools to assist States to exercise flag and port State control of fishing vessels with respect to Convention No. 188, to identify or clarify the roles and

responsibilities of the relevant authorities, and to assist these authorities with the training of inspectors. These tools encourage coordination with action to address violations of fundamental principles and rights at work in the fishing sector. The training tools were piloted in November 2017.

### *Fishers first: Good practices to end labour exploitation at sea*

The Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and SECTOR prepared this background document for the 2016 International Conference on Labour Exploitation in the Fishing Sector in the Atlantic Region. It presents, analyses and shares good practices and innovative interventions aimed at eradicating forced labour and other forms of labour exploitation in fishing. The report is part of efforts to promote ratification and application of the Convention No. 188 and the Protocol of 2014 to the Forced Labour Convention, 1930, and a contribution to efforts to combat Illegal, Unregulated and Unreported (IUU) fishing and to address decent work deficits.

### *Database on reported incidents of abandonment of seafarers*

The abandoned seafarers' database contains a regularly updated list of vessels reported to the ILO as abandoned in various ports of the world. The database aims to monitor the problem of abandoned seafarers in a transparent and informative manner. Many abandoned seafarers are aboard ships without pay, often for several months, and lack regular food supplies, medical care or means to return home. The database

includes all reported cases from 1 January 2004. As of 31 July 2017, there have been 285 incidents. Of those incidents, 144 cases are resolved and 57 cases are partially resolved (disputed cases).

## CAPACITY DEVELOPMENT

### *Work in Fishing Convention, 2007 (No. 188)*

SECTOR is working directly with ILO member States, and through ILO projects (including, for example, the Ship to Shore project in Thailand), to assist States to undertake gap analyses and validation workshops on Convention No. 188 in Indonesia, Namibia, Philippines and Thailand.

Convention No. 188 provides an updated and flexible regulatory framework for both large-scale and small-scale operations in the sector. Through ensuring decent conditions of work for the 38 million workers in fishing sector, the Convention is an important tool in preventing the violation of fundamental rights, and protecting against forced labour and human trafficking. The Convention has been ratified by: **Angola**, Argentina, Bosnia and Herzegovina, Congo, **Estonia**, France, **Lithuania**, Morocco, **Norway** and South Africa (2016 ratifications in bold) and has entered into force in November 2017.

### *Maritime Labour Convention, 2006, as amended (MLC, 2006)*

As of 7 November 2017, 84 ILO Member States had ratified the Convention. The 2014 amendments to the Maritime Labour Convention (MLC), 2006 – relating to financial security of seafarers in cases of

abandonment (Reg 2.5), and contractual claims for compensation in the event of a seafarer's death or long-term disability due to an operational injury, illness or hazard (Reg 4.2) – entered into force on 18 January 2017.

## POLICY COHERENCE

Regarding inter-agency collaboration, the ILO frequently participates in events of other UN system agencies and regional organizations, in particular FAO and IMO, on oceans-related issues. This included attending the 32<sup>nd</sup> Session of the Committee on Fisheries (Rome, 11-15 July 2016) and the 104<sup>th</sup> session of the IMO's Legal Committee, 26-28 April 2017. SECTOR participated in the IMO's Sub-Committee on Implementation of IMO instruments, London, 25-29 September 2017, which discussed the report of the Third Session of the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters (November 2015).

SECTOR is also working with the European Sectoral Social Dialogue Committee for Sea Fisheries. In November 2017, the Council of the European Union Directive implementing the Agreement concluded between the General Confederation of Agricultural Cooperatives in the European Union (COGECA), the European Transport Workers' Federation (ETF) and the Association of National Organisations of Fishing Enterprises (EUROPÊCHE) of 21 May 2012 as amended on 8 May 2013 concerning the implementation of the Work in Fishing Convention, 2007 entered into force.

## *The Ocean Conference*

ILO participation in the United Nations Conference to Support the Implementation of SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development (New York, June 2017) included making voluntary commitments on contributing to implementation of SDG 14, gap analyses, promotion and oversight work on MLC, 2006 and Convention No. 188, and drawing attention to the "ocean as a workplace" and the importance of decent work to sustainability in the oceans context.



# Textiles; clothing; leather and footwear

## CAPACITY BUILDING

Textiles, clothing, leather and footwear goods are produced around the world through a fragmented supply chain, which includes several tiers in the upper-end of the chain.

Multiple initiatives have been launched to address decent work opportunities and challenges in the sector, led by employers' organizations, enterprises, trade unions, development partners, international organizations and NGOs.

The ILO has been called upon to assist in this effort. More than 100 projects are currently being implemented in countries around the globe to strengthen workplace compliance with international labour standards and national legislation, as well as to improve working conditions at factory level.

## KNOWLEDGE DEVELOPMENT

In order to ensure policy coherence and collaboration, SECTOR has developed a knowledge platform on relevant recent developments and initiatives. The platform is used to inform different ILO interventions at global, regional and country levels. The platform also serves as a tool to follow-up the implementation by the ILO and its member States of the recommendations adopted at the September 2014 Global Dialogue Forum on Wages and Working Time in the Textiles, Clothing, Leather and Footwear Industries. In addition, two studies were carried out focusing on the global framework agreements signed in the sector and on future challenges in the sector.





# Transport (including civil aviation; railways; road transport)

## KNOWLEDGE DEVELOPMENT

The road transport industry plays a key role in global socio-economic development and there is a need to improve quality and safety of transport services as well as to protect the working conditions and lives of its workers. The 2015 Tripartite Sectoral Meeting on Safety and Health in the Road Transport Sector adopted a Resolution on Transport Network Companies (TNCs) – “Transporting tomorrow” and a Resolution concerning best practices in road transport safety. These were endorsed by the ILO’s Governing Body at its 326th Session.

To this effect, a working paper for the taxi sector has been drafted and is currently being reviewed. In addition, a handbook on road safety practices for the trucking sector is currently being developed.





# Transport equipment manufacturing



## KNOWLEDGE DEVELOPMENT

### *Paving the way for safer construction and repair of ships*

Shipbuilding and ship repair includes the manufacture, repair and maintenance of ships. Several types of hazards are common in this industry. These include chemical hazards such as asbestos, welding fumes, solvents, paints and fuels; physical hazards such as noise, vibration and heat stress; as well as safety hazards such as fires, confined spaces, falls and heavy equipment.



Work in shipyards has traditionally been hazardous. In some countries, the accident rate in shipbuilding and ship repair is more than twice that of construction and general industry.



In preparation for the ILO Meeting of Experts to Adopt a Code of Practice on Safety and Health in Shipbuilding and Ship Repair in January 2018, SECTOR prepared a draft Code of Practice on the topic. This draft code will form the basis of the experts' deliberations on ways to identify and eliminate hazards or control risks in the construction and repair of ships.

This revised code builds on the original ILO Code of Practice on this subject, which was published in 1974, and reflects the many changes in the industry and its workforce. It also sets out the roles of the competent authorities, shipowners, employers, workers and their organizations, and it takes into account the development of new ILO instruments on occupational safety and health.





# Utilities (water; gas; electricity)

## KNOWLEDGE DEVELOPMENT

SECTOR produced the Self-Training Handbook “WASH@Work”, identifying the text in ILO Conventions, Recommendations and Codes of Practice regarding access to water, sanitation and hygiene in the workplace, and providing checkpoints and checklists for governments and the social partners to train themselves on implementing them. This Handbook was launched in New York in November 2016 on World Toilet Day, dedicated to Toilets and Jobs.

## POLICY COHERENCE

*World Water Day 2016*  
Geneva | 22 March 2016

World Water Day (22 March), organized every year by UN-Water, was dedicated in 2016 to the theme of Water and Jobs and led by the ILO. On this occasion, the ILO hosted an event in Geneva. In addition, UN-Water’s World Water Development Report entitled “Water and Jobs” was launched. Over 500 other events were held around the world and four heads of state (Cabo Verde, Democratic Republic of Korea, Lao People’s Democratic Republic and Malawi) delivered speeches. The social media campaign had a potential outreach of 1.6 Billion people, and media outlets from over 150 member States dedicated text to the theme of “Water and Jobs”.

In addition, the ILO coordinated the World Toilet Day campaign, on the theme of “Toilets and Jobs”, which consisted of an online campaign with a potential outreach of 976 Million people; and launching a self-training handbook

“WASH@Work,” in collaboration with several UN agencies and NGOs under the umbrella of the WASH4Work initiative. This handbook identifies ten ILO Conventions and eighteen Codes of Practice that seek to guarantee access to water, sanitation and hygiene (WASH) in workplaces as varied as offices, plantations, ships and oil rigs. It provides information on the impact on workers’ health and productivity; specific groups of workers to whom we must pay particular attention; and what member States, employers and workers can do to improve working conditions. Similar to HealthWISE (see Health services sector), it contains checkpoints and checklists that allow constituents to examine their workplaces and comply with relevant ILO Conventions.

On World Water Day 2017 dedicated to wastewater, SECTOR published a Working Paper entitled “Wastewater and Jobs: The Decent Work approach to reducing untreated wastewater”.

SECTOR continued to lead efforts to promote the integrated implementation of the SDGs by carrying out research, funded by UN-Water, on statistical evidence of the links between SDG 6 (on universal access to water and sanitation) and SDG 8 (on promoting sustainable economic growth and Decent Work). This research will contribute to a synthesis report on the implementation of SDG 6, to be presented at the UN High-Level Political Forum in 2018. In addition, SECTOR co-convened several events in the Stockholm World Water Week, in 2016 and 2017, with particular focus on jobs and gender issues.



# Rural economy

(Agriculture, plantations and other rural sectors; and Food, drink and tobacco)

## CONSENSUS BUILDING

*Meeting of Experts to Adopt Policy Guidelines for the Promotion of Sustainable Rural Livelihoods Targeting the Agro-food Sectors*  
Geneva | 26-30 September 2016

A Meeting of Experts discussed the draft policy guidelines; despite the draft guidelines not being adopted, the debate demonstrated the importance that constituents attach to the subject.

## KNOWLEDGE DEVELOPMENT

*Portfolio of policy guidance notes on the promotion of decent work in the rural economy*

The 2015 edition of the Portfolio, designed to provide a comprehensive overview of ILO tools and methodologies on the rural economy, and guidance on their implementation, has been further expanded. It now includes new guidance notes on:

- Decent Work for Indigenous and Tribal Peoples in the Rural Economy
- Empowering Women in the Rural Economy;
- Enhancing the Knowledge Base to Support the Promotion of Decent Work in Rural Areas
- Sustainable Tourism - A Catalyst for Inclusive Socio-economic Development and Poverty Reduction in Rural Areas .

## *Diagnostic studies on decent work in the rural economy*

SECTOR, with different ILO Country Offices, prepared diagnostic studies on labour and employment issues in the rural economy in Lesotho, Zambia, Pakistan and Madagascar with a view to informing policy development in these countries. A report on bridging health workforce gaps in rural areas was also produced in cooperation with SOCPRO (see below).

## *Bridging health workforce gaps in rural areas: Country examples*

As a follow-up to the 2015 ILO working paper *Global Evidence on Inequities in Rural Health Protection*, SECTOR, in collaboration with SOCPRO, undertook a desk-review of policy interventions in five countries – China, Thailand, Viet Nam, Colombia and Costa Rica – that were identified as showing a relatively balanced rural-urban health workforce distribution. Some interventions identified by the review include:

- new recruitment strategies that target individuals from rural areas;
- curriculum reforms that are more community-oriented and sensitive to the needs of rural populations;
- a combination of financial incentives, such as salary top-ups, allowances and performance-based payments for those working in rural and





remote areas, and non-financial incentives, including access to training and opportunities for career advancement; and

- regulatory interventions that mandate rural service following graduation.

The impact of these interventions varies between countries.

The review highlights the need for improved recruitment and retention strategies to address persisting health workforce shortages in rural areas. It recommends designing packaged interventions (with a combination of financial and non-financial incentives targeting specific categories of health workers), rather than individual policies that are applied universally.

### *Rural teachers in Africa: A report for ILO*

A working paper on rural teachers in Africa, which examined policies and practices of countries to ensure that rural communities are served by qualified and motivated teachers, was published.

### *Studies on selected supply chains*

SECTOR, in collaboration with the ILO Country Office in Santiago and the Regional Office in Lima, prepared studies on supply chains based on rural activities in Chile (grapes and wine), Paraguay (cotton, textiles and clothing), Uruguay (forestry and wood), Ecuador (banana) and Bolivia (coffee). Furthermore, the Department developed a report on employment and decent work in plantations in the Latin America and Caribbean region, and a global trends and developments report on the plantations sector.





## CAPACITY DEVELOPMENT

A top priority of SECTOR's "rural" work is strengthening the capacity and commitment of ILO constituents to (a) engage in social dialogue on policies and strategies for rural development; and (b) improve the organization and representation of rural stakeholders.

### *Building capacity of constituents*

In August 2016, a knowledge-sharing event was organized in Zimbabwe, aimed at facilitating the exchange of experiences, lessons learned and good practices that are relevant for promoting decent work in Zimbabwe's rural economy and identifying building blocks for an action plan.

Support was provided to several capacity-building academies such as the "Academy on Rural Development: Towards decent work for youth in the rural economy" in Luxor in October 2016 organized by ILO Cairo and ILO ITC, in partnership with the United Nations Industrial Development Organization (UNIDO) and the Food and Agriculture Organization of the United Nations (FAO). It provided a knowledge-sharing and learning opportunity to over 90 constituents from Egypt, several participants from African countries and officials from international organizations. In the Lao People's Democratic Republic, a course in May 2017 on Sustainable Tourism and Short Rural Supply Chains included 33 participants from nine Asian countries. Dedicated elective sessions on the rural economy were delivered in the Academy on Youth Employment and on Indigenous and Tribal Peoples held at



the Turin Centre in October and November 2016. In collaboration with ILO-ITC, the second Academy on Rural Development was organized in Turin in November-December 2017.

### *Staff development programme*

A staff development programme on the Promotion of Decent Work in the Rural Economy has been set up. It aims to enhance the capacity of ILO staff, both in the field and at HQ, to effectively support tripartite constituents in their efforts to promote decent work in the rural economy. The programme, which started in mid-2017 and will continue in 2018-19, consists of a series of seven webinars delivered by senior specialists from different ILO units and regions and a 2-day seminar in Turin in December 2017 within the framework of the Rural Development Academy.

### *Policies and programmes on the promotion of decent work in the rural economy*

Technical assistance was provided to constituents in the development and implementation of policies and strategies that prioritize the promotion of productive employment and decent work in the rural economy. Examples of this work include Madagascar's National Action Plan on decent work in the rural economy, which was validated on a tripartite basis in May 2017. The Zambian Government has prioritized rural development as a cornerstone for poverty reduction, as one of the overarching objectives of the Seventh National Development Plan for 2017-21, which promotes rural development through

agricultural and rural enterprise development and the provision of support infrastructure in rural areas. It has also formulated an Integrated Rural Development Strategy, providing guidance on implementing the provisions of the Plan related to the rural economy. In Lesotho, the findings of the diagnostic study on working conditions in the rural economy are contributing towards the development of a second national strategic development plan. In Suriname, a workshop on promoting decent work in the rural economy with a focus on access to health services (December 2017) and identification of policy priorities was aimed to facilitate adopting a National Action Plan. In Ghana, decent work has been mainstreamed into the Government's draft oil palm development bill.

### *Programmes to promote decent work in plantations*

Programmes have been developed to assist Ghana, Indonesia, Malawi and Sri Lanka in implementing their national action plans, building on the 2014-15 biennium's work on improving working conditions in the plantations sector, which included developing national action plans based on field surveys and country studies. For example, a project on "Decent Work in Oil Palm Plantations" started in Indonesia in March 2017, with financial support from the Ministry of Foreign Affairs of the Netherlands.

## POLICY COHERENCE

The daunting decent work challenges facing many rural economies around the world make it vital for the ILO to leverage resources and align policies through partnerships with international organizations working on rural development, focusing on comparative advantage. Synergies have been strengthened with development partners, including the FAO and IFAD, on advocacy work, country-level interventions and the development of policies to promote productive and decent jobs in the rural economy. Cooperation with other agencies has been pursued in the context of the G20 Development Working Group and of an ILO-coordinated Global Initiative on Decent Jobs for Youth, which includes a thematic plan on youth in the rural economy led jointly by the ILO and FAO.

The ILO continues to regularly contribute to the work of the FAO-hosted Committee on World Food Security. Technical support was also provided to the Third Global Conference of the World Banana Forum (8-9 November 2017, Geneva), which was preceded by a one-day multi-stakeholder strategy meeting on gender equity in the banana industry. The World Banana Forum is an FAO-hosted multi-stakeholder platform bringing together governments, trade unions, the private sector, producer associations, civil society organizations and research institutions, which promotes sustainable banana production and trade. The objective of this conference was to address challenges related to production systems, value in the supply chain, labour rights and environmental impacts, and to promote collaboration and dialogue among key stakeholders in the banana sector.

# The Future of Work Initiative

## Understanding the future of work in specific sectors

The Future of Work Initiative, launched by the Director-General of the ILO at the International Labour Conference in June 2015, is a major milestone in the history of the ILO, leading up to and beyond its centenary in 2019.

The goals of the initiative are to:

1. Generate a better understanding of the forces transforming the world of work and their implications for governments, workers and employers;
2. Provide a constructive forum for the exchange of ideas and information between the tripartite constituents as well as other key stakeholders in the formulation of policies and new approaches; and
3. Articulate and promote policy alternatives, innovative partnerships and good practices that can be replicated by governments, employers, workers and other key partners.

The rapidly changing world of work has for many years been a recurrent theme in the reports and working papers published by SECTOR. Similarly, tripartite sectoral constituents have discussed the challenges and opportunities arising from climate change, demographics, technological advances and profound changes in the organization of production and work in numerous meetings organized by the Department at the global, regional and national level.

These meetings and knowledge products provide useful policy guidance and insights to tripartite constituents on how to seize future of work opportunities and address challenges in specific sectors. SECTOR has mapped, analysed and summarized the most pertinent knowledge products and conclusions relating to the future of work in these specific sectors and industries in a new publication.

In addition, to facilitate further tripartite discussions on the future of work leading up to and beyond 2019, SECTOR has launched a project to prepare working papers to better understand how the profound and rapid changes in the world of work will affect five selected economic sectors in varied ways. The selected sectors include garment and textiles, health services, and others yet to be selected. These papers are expected to encourage constituents to engage in in-depth consultation on a vision for “the future of work we want” in these sectors, as well as on the policies and institutional capacities required to advance decent work in the ILO’s second century.

# Global supply chains

Global supply chains have become a common way of organizing investment, production and trade in the global economy. In many countries, particularly developing countries, they have created employment and opportunities for economic and social development. At the same time, failures at all levels within global supply chains have contributed to decent work deficits, which call for global action. In June 2016, the International Labour Conference (ILC) adopted a resolution and action-oriented conclusions concerning decent work in global supply chains.<sup>2</sup>

SECTOR coordinated the preparations for the general discussion on decent work in global supply chains at the ILC in 2016. It continues to play a key role in its follow-up. With the support of the Government of the Netherlands, SECTOR implemented three research projects during the 2016-17 biennium. Their main purpose was to generate and disseminate knowledge on decent work in global supply chains, as well as to supplement the ILO report and to facilitate the ILC discussion.

In the run-up to the 2016 Session of the ILC, SECTOR organized a series of consultation workshops for government officials to promote a common understanding of key challenges and opportunities. Some 143 government representatives from 72 countries participated in these workshops, in Geneva, Lima, Bangkok and Addis Ababa. The Department also invited representatives from 11 international organizations to a meeting in Geneva, to better understand these organizations' approaches to global supply chains, and to explore synergies and opportunities for future collaboration to advance decent work in global supply chains.

SECTOR published two sectoral studies entitled "Decent Work in Global Supply Chains: Comparative Analysis of Good Practices by Multinational Enterprises in Promoting Decent Work in Global Supply Chains" which covered the chemicals, tea, tourism and transport sectors, and "Decent Work in Global Supply Chains: Comparative Analysis of Opportunities and Challenges for Social and Economic Upgrading" which covered the animation, electronics, mining, and retail commerce sectors. The studies are aimed at further building the ILO's knowledge base and identifying potential areas of future work. SECTOR's paper on workplace compliance in global supply chains, contributed to promoting decent work in global supply chains by highlighting good practices for governments, employers' associations and workers' organizations.

Following the adoption of the 2016 ILC conclusions and the ILO Programme of Action on Decent Work in Global Supply Chains 2017-21, SECTOR is currently carrying out a new research project on cross-border social dialogue. It will include an analysis of International Framework Agreements in the food retail, garments and chemicals industries. The project will inform the implementation of the Programme of Action and contribute to the ILO report for the recurrent discussion on social dialogue at the ILC in 2018.

<sup>2</sup> [http://www.ilo.ch/ilc/ILCSessions/105/texts-adopted/WCMS\\_497555/lang--en/index.htm](http://www.ilo.ch/ilc/ILCSessions/105/texts-adopted/WCMS_497555/lang--en/index.htm)



# The just transition to environmental sustainability

The 2030 Agenda for Sustainable Development and the Paris climate agreement have inspired new policies and action to address climate change, and to advance environmental sustainability in specific sectors and industries.

SECTOR's advice and technical assistance are firmly based on the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015), which rightly recognize that industrial and sectoral policies are key to achieving a greener and more inclusive future. If the transition to a green economy is managed well, the world of work can benefit from net gains in total employment, improvements in job quality and increased incomes in sectors like agriculture, fisheries, construction, recycling and tourism.

However, constituents also face considerable challenges related to economic restructuring, displacement of workers and possible job losses in sectors such as coal mining, oil and gas. Working closely with Green Jobs, SECTOR will scale up its work to better understand what the impact of climate change and policies to promote environmental sustainability will be for specific economic sectors. It will also continue to share knowledge and best practices on sectoral policies and action that enable a just transition to greener and more inclusive industries and sectors.

# Meetings and products developed in 2016-17

## Commerce:

- Workshop on HIV and AIDS Guidelines for the retail sector (Lusaka, 19 September 2017)

## Construction:

- Promotion of the Safety and Health in Construction Convention, 1988 (No. 167) and other sectoral tools (the Arab States, Bolivia and Turkey)
- Training programme: "Green building and construction: pathway towards inclusive growth and the creation of decent and green jobs" (Turin, 10-14 July 2017)

## Education and research:

- The ILO/UNESCO Recommendation concerning the Status of Teachers (1966 ) and the UNESCO Recommendation concerning the Status of Higher Education – Revised edition 2016 (new foreword and user's guide)
- Working paper: Rural teachers in Africa. A report for ILO.

## Financial services:

- Global Dialogue Forum on the Challenges and Opportunities of Teleworking for Workers and Employers in the ICTS and Financial Services Sectors (Geneva, 24-26 October 2016)



- Report for discussion at the meeting: Challenges and opportunities of teleworking for workers and employers in the ICTS and financial services sectors<sup>3</sup>
- Outcome of the meeting: Points of Consensus on the challenges and opportunities of teleworking for workers and employers in the ICTS and financial services sectors<sup>4</sup>

## Health services:

- Tripartite Meeting on Improving Employment and Working Conditions in Health Services (Geneva, 24-28 April 2017)



- Report for discussion at the meeting: Improving employment and working conditions in health services<sup>5</sup>

<sup>3</sup> Issues paper for the discussion at the Global Dialogue Forum in October 2016.

<sup>4</sup> Adopted by the Global Dialogue Forum in October 2016 and endorsed by the ILO Governing Body.

<sup>5</sup> Report for the discussion at the tripartite meeting in April 2017.

- Outcome of the meeting: Conclusions on improving employment and working conditions in health services<sup>6</sup>
- Policy brief: Decent working time for nursing personnel: Critical for worker well-being and quality care (forthcoming)
- Working paper: South Africa: Case study on working time organization and its effects in the health services sector (2017)
- Working paper: Decent working time for nursing personnel: critical for work well-being and quality care (in collaboration with INWORK) (forthcoming)
- Promotion of the Nursing Personnel Convention, 1977 (No. 149) (Japan)
- Promotion of the Healthwise: Work improvement in health services (China)

### Hotels, catering and tourism:

- Meeting of Experts to adopt Guidelines on Decent Work and Socially Responsible Tourism (Geneva, 20-24 February 2017)



- Outcome of the meeting: ILO guidelines on decent work and socially responsible tourism<sup>7</sup>
- Fact Sheet: "Tourism at a glance"

### Maritime (fisheries):

- Tripartite Meeting on issues relating to Migrant Fishers (Geneva, 18-22 September 2017)



- Report for discussion at the meeting: Decent work for migrant fishers<sup>8</sup>
- Outcome of the meeting: Conclusions on the promotion of decent work for migrant fishers<sup>9</sup>
- Outcome of the meeting: Resolution on issues relating to migrant fishers<sup>10</sup>
- Training material: ILO training package on inspection of labour conditions in fishing (forthcoming)

<sup>6</sup> Adopted by the Tripartite Meeting on 28 April 2017 and endorsed by the ILO Governing Body.

<sup>7</sup> Adopted by the Meeting of Experts in February 2017 and endorsed by the ILO Governing Body.

<sup>8</sup> Report for discussion at the tripartite meeting in September 2017.

<sup>9</sup> Adopted by the Tripartite Meeting in September 2017 and endorsed by the Governing Body on March 2018.

<sup>10</sup> Opus cit.

- Working paper: The flexibility clauses of the Work in Fishing Convention, 2007 (No. 188) (forthcoming)
- Promotion of the Work in Fishing Convention, 2007 (No. 188) (Indonesia, Namibia, the Philippines and Thailand)

### Maritime (shipping):

- Subcommittee on Wages of Seafarers of the Joint Maritime Commission (Geneva, 6-7 April 2016)
  - Report for discussion at the meeting: Updating of the minimum monthly basic pay or wage figure for able seafarers: Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187); Maritime Labour Convention, 2006, Guideline B2.2.4 – Minimum monthly basic pay or wage figure for able seafarers<sup>11</sup>
- Second Meeting of the Special Tripartite Committee (STC) established under the Maritime Labour Convention, 2006 (MLC, 2006) (Geneva, 08-10 February 2016)<sup>12</sup>
- Meeting of the Working Group of the Special Tripartite Committee (Geneva, 3-5 April 2017)<sup>13</sup>
  - Report for discussion at the meeting: Background paper for the preparation of proposals for amendments to the Code of the Maritime Labour Convention, 2006 (MLC, 2006)
  - Report for discussion at the meeting: Background paper for the preparation of proposals for amendments to the Code of the Maritime Labour Convention, 2006 (MLC, 2006)<sup>14</sup>
- Meeting of the Ad-Hoc Tripartite Maritime Committee for the amendment of the Seafarers' Identity Documents Convention (Revised), 2003 (N° 185) (Geneva, 10-12 February 2016)<sup>15</sup>
  - Report for discussion at the meeting: Background paper for the meeting of the Ad Hoc Tripartite Maritime Committee established for the Seafarers' Identity Documents Convention<sup>16</sup> (Revised), 2003 (No. 185)
- Database on reported incidents of abandonment of seafarers

11 Submitted for discussion of the Subcommittee on Wages of Seafarers in April 2016.

12 SECTOR provided technical support to the meeting which was organized by NORMES.

13 Opus cit.

14 Paper submitted to the Working Group of the STC.

15 SECTOR provided technical support to the meeting which was organized by NORMES.

16 Submitted for the discussion of the meeting on February 2016.



### Maritime (ports):

- Meeting of Experts to adopt a Revised Code of Practice on Safety and Health in Ports (Geneva, 21-30 November 2016)



- Outcome of the meeting: Code of practice on safety and health in ports (revised 2016) <sup>17</sup>
- Training material: Portworker development programme in bulk terminals - PDP II (coal, iron ore, fertilizers, alumina, grain)

### Media, cultural, graphical:

- Working paper: Employment relationships in the media and culture industries (forthcoming)
- Working paper: Study on challenges and opportunities for decent work in sports (forthcoming)

### Mechanical and electrical engineering:

- Working paper: The impact of procurement purchasing practices in the electronics sector on labour rights and temporary and other forms of employment (2017)
- Project: "The Future of Work on Information and Communication Technology" (Japan)
- Training programme: "Opportunities for green jobs in the waste sector (e-waste module)" (Turin, 13-17 November 2017)

### Mining:

- Meeting of Experts on Safety and Health in Opencast Mines (Geneva, 16-20 October 2017)



- Outcome of the meeting: Code of Practice on safety and health in opencast mines<sup>18</sup> (forthcoming)
- Promotion of the Safety and Health in Mines Convention, 1995 (No. 176), its accompanying Recommendation and related codes of practices (Indonesia, Mongolia, Pakistan, the Philippines and Ukraine)

<sup>17</sup> Adopted by the Meeting of Experts in November 2016 and endorsed by the Governing Body.

<sup>18</sup> Adopted by a meeting on experts in October 2017 to be endorsed by the ILO Governing Body in March 2018.

## Oil and gas production; oil refining:

- Tripartite Sectoral Meeting on Occupational Safety and Health and Skills in the Oil and Gas Industry Operating in Polar and Subarctic Climate Zones of the Northern Hemisphere (Geneva, 26-29 January 2016)



- Report for discussion at the meeting: Occupational safety and health and skills in the oil and gas industry operating in polar and subarctic climate zones of the northern hemisphere<sup>19</sup>
- Outcome of the meeting: Conclusions on occupational safety and health and skills in the oil and gas industry operating in polar and subarctic climate zones of the northern hemisphere<sup>20</sup>
- Sub-Saharan African Tripartite Workshop on Occupational Safety and Health in the Oil and Gas Industry (Maputo, 17-18 May 2017)
  - Report for discussion at the meeting: Occupational Safety and Health in the oil and gas industry in selected sub-Saharan African countries
  - Outcome of the meeting: Points of consensus on occupational safety and health in the oil and gas industry in sub-Saharan African countries

## Public Services

- Working paper: Scope of issues subject to collective bargaining in the public service (forthcoming)
- Working paper: Diversity of practices in social dialogue in the public service, forthcoming
- Working paper: Scope of essential services (forthcoming)
- Promotion of the Labour Relations (Public Service) Convention, 1978 (No. 151) and related tools (Madagascar, Malawi, Mauritius, Montenegro, the Philippines, South Africa)

## Transport (air, road, rail):

- Publication: Guidance on ensuring decent working conditions in the taxi sector, (forthcoming)
- Study: Handbook on best practices in road transport safety (forthcoming)

<sup>19</sup> Report for discussion at the tripartite meeting in January 2016.

<sup>20</sup> Adopted by the Tripartite Sectoral Meeting on 29 January 2016 and endorsed by the ILO Governing Body.

### Utilities (water, gas, electricity):

- Training material: WASH@Work: A self-training handbook
- Working paper: Waste water and jobs: the Decent work approach to reducing untreated wastewater (2017)
- Report: 2016 UN World Water Development Report, Water and Jobs (ILO-led publication)

### Rural economy (agriculture, plantations and other rural sectors; and Food, drink and tobacco):

- Meeting of Experts to Adopt Policy Guidelines for the Promotion of Sustainable Rural Livelihoods Targeting the Agro-food Sectors (Geneva, 26-30 September 2016)



- A new edition of the Portfolio of Policy Guidance Notes on Decent Work in the Rural Economy, which includes four additional policy guidance notes:
  - Decent work for indigenous and tribal peoples in the rural economy
  - Enhancing the knowledge base to support the promotion of decent work in rural areas
  - Sustainable tourism – a catalyst for inclusive socio-economic development and poverty reduction in rural areas
  - Empowering women in the rural economy
- Brochure: Decent work in the plantations
- Trends and developments in plantations (unpublished)
- Diagnostic study on the rural economy in selected countries (Lesotho, Zambia, Pakistan, Madagascar, Suriname) (unpublished)
- Technical assistance provided for the development of:
  - the “National Action Plan for the Promotion of Decent Work in the Rural Economy” (Madagascar)
  - the “Rural Development Strategy (IRDS)” (Zambia)
- Projects:
  - “Jobs and private sector development in rural Egypt”
  - “Promoting Decent work in Ghana’s palm oil sector”
  - “Decent work for food security in the NTT province” (Indonesia)
  - “Promoting decent work in oil palm plantations in Indonesia”
  - “Integrated Rural Livelihoods and Decent Work Promotion Programme” (Lao PDR)



- “Promoting decent work in tea plantations in Malawi’s Thyolo District”
- “Promoting decent work in the tea plantations sector” (Sri Lanka)
- Training programmes:
  - “Academy on Rural Development: towards decent work in the rural economy” (Turin, 27 November – 8 December 2017)
  - “Academy on rural development: towards decent work for young people in the rural economy” (Luxor, 16-20 October 2016)
  - “Academy on rural development and decent work for peace building” (Bogotá, Colombia, 16-20 January 2017)

### **Multi-sectoral:**

- Studies:
  - Workplace compliance in Global Supply Chains (2017)
  - Sectoral studies on decent work in global supply chains: Comparative analysis of good practices by multinational enterprises in promoting decent work in global supply chains (chemicals; hotels; tea; freight transport and logistics industry)
  - Sectoral studies on decent work in global supply chains: Comparative analysis of opportunities and challenges for social and economic upgrading (2016) (animation/vfx industry; electronics industry; food and apparel retail; gold industry)
  - Promoting decent work in global supply chains in Latin America and the Caribbean: Key issues, good practices, lessons learned and policy insights (2016)
  - International Framework Agreements in the food retail, garment and chemicals sectors (forthcoming)
- Database of references on decent work in global supply chains (2016) (a bibliography)











Sectoral Policies Department  
International Labour Organization

4, route des Morillons  
CH-1211 Geneva 22  
Switzerland  
[www.ilo.org/sector](http://www.ilo.org/sector)