



## SECOND ITEM ON THE AGENDA

**Follow-up activities on sectoral meetings  
held in 1998-99****Contents**

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## Introduction

1. One of the outcomes of the Governing Body's 1995 evaluation of the Sectoral Activities Programme was the decision that "... the Office should report to the Committee on Sectoral and Technical Meetings and Related Issues each biennium on the follow-up action it had taken in each sector. The stimulus for follow-up action by the Office will be the conclusions and resolutions adopted by the meetings themselves".<sup>1</sup>
2. This second report under the new system of meetings for the revised groups of sectors provides information on follow-up action on the requests made by the meetings held during the 1998-99 biennium. It also covers other sector-specific activities, including follow-up on meetings held before 1998 and on the resolutions adopted at the 84th (Maritime) Session of the International Labour Conference and the 28th Session of the Joint Maritime Commission, both held in 1996.
3. The document takes into account the four strategic objectives, which the ILO has adopted for its future work and which have been endorsed by the Governing Body and the International Labour Conference when adopting the Programme and Budget for 2000-01. The fourth objective – the promotion of social dialogue – is of particular relevance to the Sectoral Activities Programme, which has been placed under the umbrella of this objective in view of the programme's importance for social dialogue at the sectoral level.
4. Despite recognition of the importance of follow-up activities in the 1995 evaluation of the Sectoral Activities Programme, such activities could not cover several requests due to budgetary reductions affecting the programme. Regular budget resources are unfortunately inadequate for serious follow-up on a meaningful scale. Furthermore, the programme had to cope with the preparation and implementation of 12 sectoral meetings in the biennium and with the rather fixed procedures for carrying out these meetings.
5. Requests for follow-up generally fall into one or more of the following categories:
  - (a) promotion of the ratification of specific international labour standards;
  - (b) the organization of sector-specific local, national and regional sectoral meetings;
  - (c) the provision of technical advisory services and technical cooperation in specific areas;
  - (d) research and publication and dissemination of the results;
  - (e) the collection and dissemination of sector-specific information and data.
6. These activities are implemented either by the Sectoral Activities Department and its units, or jointly with other units in the ILO and/or in partnership with other UN agencies (e.g. UNESCO, WHO, FAO, IMO), or in partnership with international trade secretariats, in some cases employers' organizations and NGOs.

<sup>1</sup> GB.262/STM/1, para. 23.

7. A number of pilot activities was developed where strategic alliances were not only sought for the implementation of individual projects, but where the joint undertaking was meant in the long term to institutionalize the conclusions of sectoral meetings and thereby increase the sustainability of social dialogue.
8. With a view to permitting worldwide access to ILO research on sectoral trends and conclusions on best practices adopted by constituents, the Sectoral Activities Department has developed a website which includes all reports prepared for sectoral meetings and their related notes on the proceedings.<sup>2</sup>
9. The following paragraphs summarize, for each of the sectors (in alphabetical order), follow-up activities and the outputs delivered during the biennium. The sectors dealing with commerce, construction, transport and transport equipment manufacturing are not included in this survey. No follow-up action was taken in 1998-99 concerning the chemical industries or construction due to the absence of specialists. The notes on the proceedings of the recent meetings on commerce and transport are before the Committee at the present session. The first meeting for the transport equipment manufacturing sector will be held only in May 2000.

## **Agriculture; plantations, other rural sectors**

10. Two major work items (concerning flower growing and employment; and the impact of globalization on the agricultural sector) were carried out as follow-up on the requests made at the last *Tripartite Meeting on Improving the Conditions of Employment and Work of Agricultural Wage Workers in the Context of Economic Restructuring* (Geneva, September 1996).<sup>3</sup> Both work items, which involved country case studies, address issues of employment and, since the ensuing studies have been the subject of national workshops, they also contribute to the theme of social dialogue. A number of the completed studies have been issued as working papers and national tripartite workshops based on them organized in the United Republic of Tanzania and Uganda (for the first item) and in Viet Nam, Sri Lanka and Malaysia (for the second). The studies will also be published in two monographs in 2000. A new project was initiated in December 1999 on the impact of social labelling on employment in the production of bananas, coffee, roses and tea.

## **Basic metal production**

11. As a first step towards developing the means to facilitate the sharing of comparative information on working conditions, work practices and training in the iron and steel sector, the Office presented papers on the issues, opinions, and outcomes of the *Tripartite Meeting on the Iron and Steel Workforce of the Twenty-first Century: What it will be like and how it will work* (Geneva, October 1997) to two major international steel industry conferences in Europe and Latin America and at a meeting of the UN ECE's Ad Hoc Group of Experts on Steel in Geneva. The purpose of these presentations was to show those in the industry how a tripartite group that represented 75 per cent of world steel production and employment, in a concrete example of social dialogue, discussed industry-based issues concerning the

<sup>2</sup> <http://www.ilo.org/public/english/dialogue/sector/>.

<sup>3</sup> GB.268/STM/2.

industry and developed conclusions for future action. The presentations generated considerable demand for the background report for the meeting, a working paper containing eight case studies and the *Note on the proceedings*, all of which were published on the ILO's website.

## Education

12. As follow-up on the *Joint Meeting on the Impact of Structural Adjustment on Educational Personnel* (Geneva, April 1996) regional seminars were organized separately and jointly with UNESCO which included the promotion of fundamental ILO standards and others of direct relevance for teachers and educational personnel. These seminars and symposia involved representatives of teachers' and private employers' organizations in addition to governments.
13. The ILO participated in a World Bank loan preparation mission on teachers' careers and education reforms in Argentina. Assistance included advice to the Government and dialogue with teachers' unions on reform proposals.
14. Cooperation with UNESCO is frequent. The Fourth Special Session of the *Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers* (CEART, Paris, September 1997) reviewed the impact of structural adjustment and educational reforms on teachers' employment, working conditions, education, and participation in decision-making, recommending a number of policy measures by member States of the ILO and UNESCO to improve the status of teachers. The findings and recommendations of the CEART concerning allegations by teachers' unions of changes in conditions affecting teachers in Albania, Bolivia, Colombia and Senegal which did not comply with the ILO/UNESCO Recommendation of 1966 were sent to the governments and teachers' unions of those countries. The Government of Colombia replied that the recommendations were being considered, but the Office has no information on any other changes based on these recommendations. An interim report of the CEART which extensively reviewed proposed changes in teaching hours as part of education reforms in the Czech Republic was reviewed by the Governing Body in 1999, and following CEART recommendations the Government reportedly modified the legislation.
15. Discussions with UNESCO took place in January 2000 to determine the best means of carrying out a study on negotiating machinery and its impact on the improvement of living standards, working conditions and the status of educational personnel, the effective delivery of quality educational services for all, and the resolution of social conflict in the education sector, which was requested by the joint meeting in 1996. A similar work item has been requested by the CEART for its session in September 2000 – a "high-profile thematic report on the theme of the status of teachers" as follow-up on the UNESCO *World Education Report 1998*, with a focus on procedures and structures that encourage the participation of teachers and teachers' organizations in educational reform decisions, such as consultation, negotiation and collective bargaining. The four thematic areas are also variously covered in the ILO's report for the next education sector meeting, to be published in the first quarter of 2000.
16. Higher education personnel have also been the subject of considerable attention through the substantive ILO contributions to the development of the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel, 1997. The ILO Governing Body and the UNESCO Executive Board and General Conference have approved an extension of the CEART mandate to cover its monitoring and promotion of the new

instrument, beginning in 2000. Additional background work on higher education teachers and researchers will be carried out in 2000 in preparation for the CEART's Seventh Session.

## Financial services; other professional services

17. The *Tripartite Meeting on Breaking through the Glass Ceiling: Women in Management* (Geneva, December 1997),<sup>4</sup> which was aimed at the financial and professional services sector, received an extremely positive echo in the press, among a wide range of institutions active in this field, and far beyond that sector. The follow-up activities envisaged were, however, limited due to the lack of human and financial resources for sectoral activities. A working paper was published in Spanish on women in management in Argentina, which received considerable media coverage in Argentina. The working paper has also been translated for publication in English.

## Food, drink and tobacco

18. A number of activities were organized to give effect to requests by the *Tripartite Meeting on Technology and Employment in the Food and Drink Industries* (Geneva, May 1998).
19. A tripartite national workshop on the *promotion of social dialogue in the food and drink industries* in India was organized in New Delhi in December 1999. This was the first tripartite meeting in the sector and its usefulness was emphasized by participants. The programme covered several areas, including new technologies and restructuring, examples of successful initiatives in promoting bipartite cooperation, occupational safety and health, and the situation of women workers, particularly in fish processing. The participants agreed on a series of conclusions with actions targeted at government, employers, trade unions and the ILO.
20. Within the framework of the Action Programme on Productivity Improvement, Competitiveness and Quality Jobs in Developing Countries, the ILO conducted, in collaboration with the Foundation Thailand Productivity Institute (FTPI), a study on the productivity and competitiveness of the food processing industry in Thailand. The study examined the structure of the Thai food industry, the effects of national macro- and microeconomic policies on the development of the sector, documented productivity and competitiveness, and management practices in selected food processing enterprises, and analysed the factors critical to the sector's productivity and performance in terms of competitiveness. The results of the study are being used by the FTPI in designing training and consultancy services aimed at helping upgrade the Thai food processing industry.
21. In the Philippines seven comprehensive entrepreneurs' workshops and 15 awareness courses for entrepreneurs and workers were conducted for the food processing sector. A total of 347 participants in the Luzon and Mindanao regions were trained. A WISE (Work Improvements in Small Enterprises) action manual for the food processing industry was also produced by the ILO South-East Asia and the Pacific Multidisciplinary Advisory Team (SEAPAT) and the Manila Area Office in conjunction with the Department of Labor and Employment. In Mongolia, a WISE workshop for the food processing industry was held in Ulaanbaatar by the Mongolian Employers' Federation (MONEF) from 15 to 18

<sup>4</sup> GB.271/STM/4.

March 1999, with the participation of 15 owners, managers and engineers. The workshop participants identified 53 improvements and the MONEF consultant on WISE has been providing technical support in the implementation of improvements.

22. The Office has begun to conduct some work in the tobacco industry. In order to ensure that any negative effects on employment in the tobacco industry resulting from health-promoting tobacco control initiatives are mitigated – since they could have employment implications for individuals and communities – the ILO is involved in discussions with other UN agencies and is consistently advocating the importance of social dialogue and the need to undertake studies on alternative employment strategies. In this context, the Office has commenced some primary and secondary data studies on employment trends in the industry in India and has reviewed existing and potential alternative employment initiatives for “beedi” workers whose livelihoods may be affected considerably over time by several factors, including reduction in consumer demand.
23. The Sectoral Activities Department is also collaborating with the ILO South Asia Multidisciplinary Advisory Team (SAAT) and the New Delhi Area Office on a study on food processing in the informal sector in India, in preparation for a workshop on strategic job creation in the urban informal sector, to be held in Surajkund, Haryana, in February 2000.

## Forestry, wood, pulp and paper

24. The *Meeting of Experts on Safety and Health in Forest Work* (Geneva, September 1997),<sup>5</sup> adopted a new ILO *Code of Practice on Safety and Health in Forestry Work*. The Code was published by the ILO in the three official languages in 1998. It has also been translated into Russian, Czech, Latvian and Swedish by the trade unions in those countries at their expense. The Code has been actively promoted through advertising, the Forestry Workforce Network, the FAO forestry journal and presentations made at a number of international forestry seminars. In several countries the Code is not only used as a source of information and guidance, but also as a basis for national policies and regulations. A tripartite committee in Latvia has prepared national safety regulations based on the Code, which have already come into force. A tripartite committee in the Czech Republic, also using the Code as a reference, is expected to submit regulations to Parliament for approval in the year 2000. In Portugal, the Code has been included as one of the policy instruments in the “Plan for the Sustainable Development of Portuguese Forests”.
25. The Office has also assisted a number of countries directly in this sector. In October 1999 the President of Uruguay signed into law national safety regulations for forestry, which were drafted with the help of ILO advisory services. This included a series of training activities for and consultations with labour inspectors, employers and trade unions. Further assistance in the training of inspectors and the establishment of a vocational training system for forestry are expected in the coming years. In Brazil, a forthcoming code of practice for plantation forests will not only cover safety and health, but also incorporate this dimension in a general guide for operations. The ILO has participated in several workshops organized by national constituents in order to assist them in formulating their positions and preparing their inputs. A tripartite working group is to be established this year.

<sup>5</sup> GB.270/STM/2/2.

26. In view of the limitations on regular budget resources available for follow-up and in order to better respond to requests from constituents, the ILO has entered into a partnership with the FAO's Forestry Department and obtained \$300,000 of extra-budgetary funding from Finland.
27. China and Mongolia have recently requested FAO and ILO advisory services for national codes of forest practices. A workplan and a budget have been agreed upon to produce a draft *code of forest harvesting practices* for China by October 2000, aiming at full implementation by 2001. The Office expects to reach a similar understanding with Mongolia, where the request has been put forward by the Forest Industries Association.

## Health services

28. As follow-up on the *Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms*, held in September 1998, a Central Asian subregional conference on restructuring health services and the role of trade unions in this process was organized in March 1999 in Almaty, Kazakhstan, in cooperation with Public Services International (PSI). This meeting brought together representatives from governments and health-care unions from the subregion to discuss issues related to the provision and financing of health-care systems in Central Asian countries, which are at present undergoing painful restructuring. The meeting, which had before it a Russian translation of the conclusions of the 1998 ILO joint meeting, adopted a series of conclusions stressing the need for social dialogue, the social and economic protection of health-care workers, and the improvement of their working conditions. There was also agreement that reforms would be more successful if health workers and their representatives were involved in the process. The report of the meeting is being published in English and in Russian.
29. The ILO carried out in 1999 a series of country studies on public service reforms and their impact on health sector personnel, in cooperation with the WHO. The countries selected for this purpose were Cameroon, Colombia, Jordan, the Philippines, Poland and Uganda. The studies were discussed at an Interregional Experts Round Table hosted by the DSE, a partner in this joint programme in Berlin in October 1999. The programme also involved PSI, the International Council of Nurses (ICN) and Germany's international development agency the German Agency for Technical Cooperation, all of which have ongoing support programmes in this area. The meeting drafted a "set of critical questions for policy-makers" to be examined in public service reforms having an impact on health-care personnel, which would be available for all the institutions involved in such reforms. The studies and the report, with the set of questions, are being published for wider dissemination.

## Hotels, tourism, catering

30. The sectoral tripartite meeting held in 1997<sup>6</sup> asked the Office to develop activities in the areas of human resources development, including training, labour relations, employment flexibility and employment creation, labour statistics, sustainable tourism development, the informal sector and child labour, and to promote the ratification of the Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172).

<sup>6</sup> Tripartite Meeting on the Effects of New Technologies on Employment and Working Conditions in the Hotel, Catering and Tourism Sector (Geneva, 12-16 May 1997), GB.270/STM/2/1.

31. Advisory services on human resources development were extended, in addition to the countries already mentioned in the last report (March 1999), to others in Central America, Africa and Pakistan, increasing the pipeline of project proposals for technical cooperation in the sector to nine. Further requests from a number of countries are expected this year.
32. At a workshop on human resources development in the sector organized by the international sectoral employers' organization, the Office provided inputs on training and labour relations. A number of national seminars on these subjects were organized in various African countries.
33. The meeting of 1997 asked the Office to embrace the use of new technologies to develop, and encourage others to develop, innovative methods of training delivery. In this area, the ILO Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) with support from headquarters organized a regional tripartite meeting in Latin America to conclude a regional project on vocational training in the sector. The meeting provided national delegations with information on modern training methods and policies and on pioneer experience by certain countries of the region.
34. The sectoral meeting asked for work to be done by the Office to give ILO constituents accurate data on employment and working conditions and to endeavour making the ILO the prime repository of statistics on employment and working conditions in the sector. The meeting also called for cooperation with the World Tourism Organization (WTO) on promoting tourism satellite accounts. Accordingly, the Office joined a WTO expert group and an OECD working group to develop a conceptual framework for such accounts. The organizations intend to submit a common proposal to the UN Statistical Commission next year. In that context, the Office has initiated and is leading inter-agency cooperation on labour statistics for the hotel, catering and tourism sector with the WTO, OECD and Eurostat with a view to developing a tourism labour accounting system, to be launched jointly with a methodology for tourism satellite accounts. On that occasion, the Office placed an article on the relevance of labour statistics for decent employment in the sector in a well-known specialized review.
35. The sectoral meeting had requested the Office to cooperate with other organizations to promote the concept of sustainable tourism and to provide developing countries with advice and technical assistance in this area. At the Seventh Session of the UN Commission on Sustainable Development (under the title of "Tourism and Sustainable Development") in 1999, the ILO cooperated with workers' and employers' representatives to ensure that ILO concerns were reflected in the worldwide move towards the development of sustainable tourism. The Office provided an annex to the Report of the UN Secretary-General to that session in cooperation with the UN Department of Economic and Social Affairs (DESA). Advisory missions were carried out in two countries on the development of ecotourism.
36. A case study on the informal sector in the area of hotels, catering and tourism was carried out in India, focusing on two well-known tourism sites.
37. A working paper on child labour in the sector was commissioned with outside funding and published by the donor. It will serve to combat child labour in the sector in cooperation with the ILO International Programme on the Elimination of Child Labour (IPEC).
38. Convention No. 172 still shows little dynamism as far as ratifications are concerned (only ten so far). The Office, however, provided advice to the World Tourism Organization on the drafting of a *Global Code of Ethics for Tourism*, which was proposed to the

international community for worldwide adoption and application. Article 9 of the Code deals with the rights of the workers and entrepreneurs in the tourism industry.

39. There has been no possibility so far to develop research on labour relations; the impact of employment flexibility on job creation and the quality of employment; labour-management relations; or on “best practices” concerning the social responsibilities of enterprises, as requested by the sectoral meeting.

## **Maritime, ports, fisheries, inland waterways**

40. During the last biennium, the Office continued to promote maritime labour standards, especially among major flag States. More than 30 ratifications were registered, including four for the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), and four for the Protocol to that Convention. Emphasis was placed on working partnerships with the regional port state control authorities, encouraging countries to apply Convention No. 147 as well as the Protocol of 1996. As a result, the Convention and its appendix are included in all but one of the regional port state control agreements. The Office participated in a number of meetings and seminars on maritime labour standards, the welfare of seafarers and port state control. It continued to work closely with the International Maritime Organization (IMO), the International Committee on Seafarers’ Welfare, as well as with the social partners in all of these activities. A subregional tripartite seminar on maritime labour standards was held in Latin America.
41. The training of ship inspectors received particular attention. ILO training materials were used in the training of inspectors in several regions. The ILO’s course for ship inspectors on the application of Convention No. 147 and the relevant instruments on the inspection of ships was used for this purpose and has been re-edited. Furthermore, a draft revised version of the existing *Inspection of labour conditions on board ship: Guidelines for procedure* has been completed and should be submitted to a possible future meeting of experts for review.
42. As requested by the International Labour Conference, the Office has prepared, in conjunction with the IMO, a set of guidelines for the development of tables for shipboard working arrangements and formats of seafarers’ hours of work and rest. This will assist in the application of the Seafarers’ Hours of Work and the Manning of Ships Convention, 1996 (No. 180). Following the adoption of this Convention in 1996 and the Office’s promotional efforts, the European Commission recommended in November 1998 that all European Union Member States should ratify Convention No. 180. The European Parliament and the Council are considering a proposal which, if adopted, would enforce compliance with this Convention by all ships visiting European ports. Such enforcement would include the application of the IMO/ILO guidelines on seafarers’ hours of work or rest mentioned above. Already shipowners are giving instructions to ships to apply the provisions of Convention No. 180. Bearing in mind the high percentage of world trade passing through these ports, this requirement will have substantial impact on the working conditions of a large number of the world’s seafarers.
43. In the ports sector, and at the request of the Government of India, a two-day workshop was held in Mumbai, India, in July 1998. A team of officials from the South African ports organization PORTNET visited the ILO to discuss questions related to the effects on labour in the restructuring plans of PORTNET. The ILO participated in a tripartite workshop organized by the port of Rotterdam for the South African ports. In Latin America, five studies were undertaken on port restructuring in the ports of Buenos Aires

(Argentina), Valparaiso (Chile), Callao (Peru), Veracruz (Mexico) and Buenaventura (Colombia). Workshops were held to discuss the findings of the reports which were published as ILO working papers.

44. The ILO's Port Worker Development Programme (PDP) was developed to enable the governments and port authorities of developing countries to establish effective and systematic portworker training schemes, designed to improve cargo-handling performance, working conditions and practices, safety and the status and welfare of dockworkers. The first 30 units of PDP are focused on the training of portworkers in container terminals and are now being implemented in more than ten countries, with requests pending from a number of developing countries and newly industrialized countries.
45. In 1999 the Office partly sponsored a project on the labour conditions of Sri Lanka's deep-sea fish workers, which supported social dialogue in the artisanal and small fishing sector by encouraging the emergence of workers' organizations in the sector.

## Mechanical and electrical engineering

46. The conclusions adopted by the *Tripartite Meeting on the Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries* (October 1998)<sup>7</sup> called on the ILO to undertake studies on investment and employment, job creation, pay, hours of work and the observance of labour standards, and to document examples of good practice and innovative developments. Studies were also requested on the role of the social partners in the restructuring process and on specific regions. The ILO was also requested to be instrumental in the development of better labour-management relations and to undertake studies on accident rates and occupational safety and health. The resolution adopted called for a survey of successful general economic and enterprise-level measures in the field of job creation.
47. A joint ILO-Ministry of Labour and Employment Seminar on the effects and lessons of internal flexibility on employment, productivity and working conditions in the automobile industry was held in São Paulo, Brazil, from 7 to 8 October 1999. The seminar used the documentation on labour market flexibility prepared for the above meeting and commissioned new papers specifically on the automobile industry in Brazil. A report on the meeting will be prepared in due course.
48. Discussions were held with the ILO's Bureau of Statistics, the Key Indicators of the Labour Market (KILM) project, the OECD STAN database, Eurostat, UNIDO and the United States Bureau of Labor Statistics on the establishment of a database for the sectors concerned. The options range from establishing a SECTOR database to accessing existing sources or working more closely with in-house services.

## Media, culture, graphical

49. The most recent meeting in this sector, the *Symposium on Multimedia Convergence*, was held in January 1997.<sup>8</sup> In the meantime there have been ongoing contacts with the

<sup>7</sup> GB.274/STM/2/2.

<sup>8</sup> GB.270/STM/1.

International Trade Secretariats, in particular with regard to the preparation of studies on the social and labour conditions of musicians, on actors and the international audiovisual production industries and on the employment of freelance journalists.

50. The ILO assisted the International Federation of Musicians to carry out a study on the social situation of musicians in Asia, Africa and Latin America and to conduct training on trade union organizing and collective bargaining in Latin America and Africa. Assistance was also given to the International Federation of Artists for a study on actors and the international audiovisual production industries (to be published as a sectoral working paper in spring 2000), and for an international conference on employment, safety and health, multinational production and unionization issues in relation to live performances (Lisbon, August 1999). The ILO has also financed a world survey on freelance journalism, carried out by the International Federation of Journalists (planned to be published in summer 2000).
51. The ILO serviced, together with the World Intellectual Property Organization (WIPO) and UNESCO, the 17th Session of the *Intergovernmental Committee of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations* (Rome Convention), for which the ILO, WIPO and UNESCO provide a joint secretariat. The Committee meets every two years. The ILO continued to closely follow developments concerning new WIPO instruments in the field of intellectual property, particularly as they affect performers and producers in the audiovisual field. The main contribution of the ILO to this type of interagency collaboration is to highlight international labour standards, research and the process of social dialogue in dealing with performers' rights questions in regard to terms and conditions of employment and income. During the 17th Session of the Committee, the ILO reported on recent ILO standard-setting activities of particular interest to performers, such as those concerning fee-charging employment agencies and contract labour and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up. The ILO's involvement remains important, as WIPO is encountering some difficulty in achieving agreement on the protection of performers in audiovisual works, and the issue has arisen of a possible revision of the Rome Convention.

## Mining (coal and other mining)

52. The conclusions of the *Tripartite Meeting on Social and Labour Issues in Small-scale Mines*, held in May 1999, have been widely disseminated and promoted, inter alia, at workshops in Australia, Finland, Germany and the United States. Articles on the report and the meeting have appeared in ILO newsletters and in the mining press. There has been considerable demand (hard copy and on the Internet) for the report prepared for the meeting, the *Note on the proceedings* and the case studies that were published.
53. The Office has been active in the formation of a Consultative Group on Small and Artisanal Mining under the umbrella of the World Bank, as requested in the conclusions, and is ensuring that the social partners are fully involved. Early in 2000 the Office and the Bank will make joint presentations to donors to fund small-scale mining projects, to be proposed by the group.
54. Several activities were undertaken to promote ratification of the Safety and Health in Mines Convention, 1995 (No. 176), in line with both the conclusions and the resolution adopted by the meeting. The Office participated in a workshop for mineworkers in Botswana organized by the International Federation of Chemical, Energy, Mine and General Workers' Unions following the Government's ratification of Convention No. 176.

The workshop called for technical assistance from the ILO so that a tripartite workshop could be organized and to discuss any changes needed in Botswana's mining legislation.

55. An advisory mission was undertaken to India to assess the structure of the Directorate General of Mine Safety (DGMS) and to discuss any shortcomings in its work, and to examine how the ILO could help the DGMS improve safety and health in India's mines. A training workshop for occupational health officers to improve their skills in using the ILO's International Classification of Radiographs of Pneumoconiosis for early detection of pneumoconiosis was held in mid-1999. A further national tripartite training seminar on occupational safety and health, focusing on Convention No. 176 and on safety and health in small-scale mines, had to be postponed until early 2000. The Office presented the keynote address (occupational health and safety in mining: some issues for the twenty-first century) at an international conference on mining challenges of the twenty-first century in New Delhi. The paper called on India to ratify Convention No. 176 as part of a concerted campaign to improve safety and health in its many mines, large and small.
56. At the invitation of the provincial Government of Baluchistan, Pakistan, where some 80 miners are killed each year in mine accidents and the incidence of lung diseases is very high, the ILO sent a team of experts from the United States, ILO headquarters and the field to review small-scale coalmining and analyse safety and health and emergency preparedness and examine how they could be improved through a collaborative effort involving the ILO (some years previously the ILO provided mine rescue equipment and training to the mines inspectorate). After visiting several mines and rescue stations and discussions with mine owners, labour contractors, miners, the inspectorate and representatives of the Ministry of Labour, the team stressed the need for concerted action by all parties and the need for clear lines of rights and responsibilities, as set out in Convention No. 176. A series of recommendations were made concerning (in order of priority) accident prevention, progress towards a safe working environment, increasing awareness of safety and health, workers' compensation and health surveillance, and rescue and monitoring equipment.
57. A short video, prepared in conjunction with the InFocus Programme on SafeWork that highlights some of the health and safety issues affecting many small-scale miners, has been prepared and made freely available to the media.
58. As part of a programme to build capacity in women's groups on business, HIV/AIDS and labour legislation, the ILO Southern Africa Multidisciplinary Advisory Team (SAMAT) in Harare organized a *Start Your Business* training workshop for regional women coordinators of the Associated Mineworkers' Union of Zimbabwe. The participants, from different mining regions, were introduced to the concepts of market research, costing and obtaining capital for small businesses such as handicrafts. The objective was for these coordinators to advise their colleagues in the mining communities. Special attention was devoted to gender issues, HIV/AIDS and child labour, the latter occurring at some small-scale mining sites. The meeting and its outcome, plus a paper, "Small-scale mining, a sector in need of support", were instrumental in ensuring that small-scale mining was included in the revised "Berlin Guidelines" that were drafted at a meeting of intergovernmental organizations, governments and non-governmental organizations in November 1999. For the future, there will need to be practical follow-up in the communities to target assistance in areas of weak capacity, bearing in mind the sometimes low level of literacy of the women concerned, in order to achieve sustainable commercial activities in the mining communities.

## Oil and gas production, oil refining

59. A *Tripartite Meeting on Employment and Industrial Relations Issues in Oil Refining*<sup>9</sup> was held in Geneva in February 1998. As regards follow-up activities, the ILO lent its name and logo as “endorsing organization” to the Fourth International Conference on Health, Safety and Environment in Oil and Gas Exploration and Production (Caracas, Venezuela, June 1998) sponsored by the Society of Petroleum Engineers. The ILO submitted a technical paper on encounters between petroleum prospectors and indigenous peoples. There was also a useful discussion at the conference on both the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and the Prevention of Major Industrial Accidents Convention, 1993 (No. 174). The ILO facilitated the participation of trade union representatives at this industry-led conference and in future even greater attention is expected to be given to trade union and NGO participation. The ILO is also endorsing and participating in preparations for the fifth session, to be held in 2000.

## Postal and other communication services

60. The *Tripartite Meeting on the Human Resources Dimension of Structural and Regulatory Changes and Globalization in Postal and Telecommunications Services*,<sup>10</sup> was held in Geneva in April 1998. In line with a resolution adopted by the meeting calling on the ILO to “organize or support, at the regional or subregional levels, tripartite seminars or workshops with the participation of the Universal Postal Union ...”, preparations are under way for a joint ILO-UPU regional seminar on social dialogue, to be organized in cooperation with UNI-Postal in Bangkok, Thailand, for a selected number of Asian countries, from 23 to 26 May 2000.
61. In the process of preparing for the meeting, the Office published a working paper on multinational enterprises in the courier service industry (aspects of employment and working conditions in selected enterprises). In early 1998 an ILO report was published on the labour and social dimensions of privatization and restructuring in telecommunications services as part of a series of research studies issued under the ILO’s Interdepartmental Action Programme on Privatization, Restructuring and Economic Democracy. The report covered in some detail the privatization processes in the telecommunications sector in developed and developing countries. The report was also used in the preparation of the background report drafted by the Office.

## Public services

62. At the request of the *Joint Meeting on Human Resource Development in the Public Service in the Context of Structural Adjustment and Transition* (December 1998),<sup>11</sup> a study was carried out, in cooperation with the ILO Bureau of Statistics (STAT), on *Statistics on public sector employment: Methodology, structures and trends*, which was first published in French and later translated into English. The World Bank and the UN, who are in continuous need of the most recent data on public service employment, took a special

<sup>9</sup> GB.273/STM/4/1.

<sup>10</sup> GB.273/STM/4/2.

<sup>11</sup> GB.274/STM/2/3.

interest in the latest statistics, which were provided to the ILO by the statistical agencies of over 80 countries.

63. Advisory services were provided on the introduction of gender issues in human resource development in the public service together with the DSE Public Administration Promotion Centre in Berlin and their partner training institutions for the public service in Africa.
64. In cooperation with Public Services International (PSI), a subregional conference was held in Tbilisi, Georgia, in July 1998 for the Transcaucasian subregion on “restructuring public services and the role of trade unions in this process”. The conference examined experience with public service reforms in the region in the critical process of economic and social restructuring and transition and with creating awareness and improving the potential for social dialogue. Participants were governments and workers’ representatives from Armenia, Azerbaijan and Georgia.
65. Advisory services were provided to the Civil Service Agency of Kazakhstan in September 1999. The agency is in the process of implementing a vast civil service reform in the country and the ILO made comments both on the new civil service legislation and on specific areas including salaries, disciplinary procedures and personnel information systems. A study tour of Germany and ILO headquarters for senior members of the agency was organized in November 1999 to acquaint them with modern personnel management systems in the public service and other matters related to the civil service reform process. Comments were also made on a draft civil service law sent to the ILO by the Government of the Russian Federation and on the sections of the draft labour code concerning teachers and the public service of that country, but the outcome is not known.
66. At the invitation of the Iranian Productivity Organization, the ILO participated in a national seminar on “productivity in the civil service”, organized by the IPO in Tehran in May 1999. The ILO representative gave information on the 1998 joint meeting and on the conclusions reached at that meeting, as well as on previous discussions held in the ILO on productivity improvements in the public service. It was agreed that the report that the Office prepared for this meeting and its conclusions would be translated into Farsi.

## Textiles, clothing, leather, footwear

67. The report prepared for and the *Note on the proceedings of the Tripartite Meeting on the Globalization of the Footwear, Textiles and Clothing Industries: Effects on Employment and Working Conditions* (Geneva, 28 October-1 November 1996)<sup>12</sup> received wide media coverage on account of growing interest in the social implications of globalization in this very sensitive sector. As a result there has been considerable demand for the ILO to present the issue of globalization in the TCF (textiles, clothing and footwear) industries at various conferences and seminars held by international trade unions, employers’ associations, NGOs and other forums.
68. The most recent experience in this regard was the ILO’s participation, at the request of the Social Dialogue Unit of DG-V of the European Commission, in a meeting on the promotion of sectoral social dialogue in TCF industries in Central and Eastern European countries, held in Prague in November 1999. In that month the ILO also organized a tripartite workshop in Tunisia on the needs of managers and the working conditions of

<sup>12</sup> GB.268/STM/4.

women workers in SMEs in the TCF industries. A pilot study on the identification of women workers' conditions and the needs of managers in SME enterprises in TCF industries was made and used as background material at the workshop. The conclusions of the workshop called for national action to improve the long-term viability of SMEs and the working conditions of women workers, together with ILO support to achieve these objectives. The workshop also concluded that "the existence of good social dialogue was a prerequisite for social peace and the success of the enterprises in the long run" and the ILO was requested to envisage holding a tripartite sectoral meeting in Tunisia to increase awareness of the importance of social dialogue in the TCF industries.

69. A similar study was undertaken in Morocco in 1999. It will also be published as a working paper in 2000, and a tripartite workshop will be held by the end of 2000 to discuss its results.
70. The ILO carried out preliminary research on the problems facing homeworkers in TCF industries (French version, unpublished). This first version was expanded, updated and translated into English for wider dissemination. A final version is now available and will be published in 2000 under the title "Homeworkers: Towards improving their working conditions in TCF industries".
71. Considerable interest was shown during and following the meeting in the potential of private voluntary initiatives as instruments for promoting better working conditions and basic human rights at work in TCF industries. As requested during the meeting, the ILO continued work already initiated on codes of conduct and other voluntary initiatives in TCF industries. The research undertaken in 1997, with the publication of a working paper on "business ethics in the TCF industries: codes of conduct" served as a basis for further research and discussions with other bodies. At present, activities in this area mainly relate to research activities on the impact of private voluntary initiatives on TCF enterprises in developing countries. Unpublished pilot research has been undertaken in India on a very limited sample of companies to test a possible methodology to expand further research on this topic. The Office has also been requested by a number of outside bodies linked with the TCF industries to present the position of the ILO on the question of private voluntary initiatives. This was done by the industry specialist after consultation with other Office units. The activities relating to voluntary private initiatives were also closely linked to the promotion of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, and copies of the Declaration were distributed.
72. In order to respond to the request by the meeting for further collection and dissemination of statistics specific and relevant to the footwear, textile and clothing industries, the ILO has developed statistical research activities with the OETH (*Observatoire européen des textiles et de l'habillement*), the outcome of which will be the publication of a joint study entitled "Textile, clothing and footwear: A world employer".

## Utilities (water, gas, electricity)

73. In early 1998, an ILO report was published on the labour and social dimensions of the privatization and restructuring of public utilities (water, gas, electricity), as part of a series of research studies issued under the ILO's Interdepartmental Action Programme on Privatization, Restructuring and Economic Democracy. The report was comprehensive and covered in some detail the privatization processes in the utilities sector in all regions. It formed the basis of preparations for the technical background report drafted by the Office

during 1998 for the *Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities* (Geneva, 12-16 April 1999).<sup>13</sup> In order to give effect to some of the conclusions of this meeting, the Office has commissioned a study on the impact of the privatization process on displaced workers in the electricity sector of Argentina, and an in-depth study of the United States utilities regulatory systems.

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- 74.** The Committee on Sectoral and Technical Meetings and Related Issues is invited to take note of and comment on this information concerning follow-up action carried out in 1998-99 arising from the requests of sectoral meetings.

Geneva, 16 February 2000.

<sup>13</sup> GB.276/STM/1/2.