

**FOR INFORMATION**

FIRST ITEM ON THE AGENDA

Report on sectoral activities in 2004-05

1. This paper consists of three parts. Part I is an overview of sectoral activities carried out in 2004-05. In addition to the activities mentioned, most sectoral specialists participate regularly in the activities of other international governmental and non-governmental organizations, including those of the social partners. The publications listed in Part I do not include reports prepared for sectoral meetings and the International Labour Conference, speeches and papers presented at conferences, articles and interviews.
2. Part II is a broad outline of sectoral activities planned for 2006-07.
3. Part III is an overview of all 22 sectors under five headings: main issues; specific data; ILO instruments; social dialogue; and recent meetings (held in the last two biennia). More comprehensive information is to be found on the sectoral web site.
4. In addition to responding to requests for follow-up activities in the different sectors, the programme is continuing in 2006-07 the new approach of a mix of meetings, action programmes and follow-up activities to meetings, as follows:
 - (a) six meetings in 2006-07: ¹
 - (i) four tripartite sectoral meetings; and
 - (ii) two meetings of experts;
 - (b) three new action programmes will be implemented in the following sectors: health, postal and other communications services and public service. Existing action programmes in: agriculture; construction; education; hotels and tourism; textiles and clothing; and HIV/AIDS in the workplace, will continue in 2006-07. Consultations, planning or implementation meetings to get the action programmes underway were held throughout 2004 and the Global Steering Group met in February, September and October 2005. Its next meeting will be held in the second half of 2006;
 - (c) follow-up activities based on the outcome of recent sectoral meetings and associated research.

¹ <http://www.ilo.org/public/english/standards/relm/gb/docs/gb294/pdf/stm-1.pdf>, appendix.

5. In the past, requests for follow-up generally fell into one or more of the following categories:
 - (a) the promotion of sector-specific international labour standards and codes of practice;
 - (b) the organization of sector-specific national, regional and interregional meetings, workshops or seminars;
 - (c) the provision of technical advisory services and technical cooperation in specific areas;
 - (d) research, publication and dissemination of the results; and
 - (e) the collection and dissemination of sector-specific information and data.
6. Although these clusters and criteria still apply, more emphasis is now placed on responding to the express needs of constituents through the new decent work country programmes.
7. The reorganization of the Sectoral Activities Department and the Social Dialogue, Labour Law and Labour Administration Department into a single department has been undertaken with the following objectives:
 - strengthen and simplify the structure of the sector to ensure that general and sectoral approaches to social dialogue, and to labour law and labour administration are enhanced and fully coordinated;
 - strengthen the teamwork between the various sectors on global issues, promoting dialogue and collective bargaining on, for example, safety and health, HIV/AIDS and employability, including education, training and life-long learning;
 - strengthen the global, regional, national, sectoral and enterprise approach of the Decent Work Agenda, including such items as EPZs;
 - strengthen the capacity for social dialogue and bi- or tripartism throughout all our activities by having a single department with the knowledge base and technical expertise from the global to the sectoral level;
 - ensure that the identities of SECTOR and DIALOGUE are maintained while streamlining organizational and administrative structures.

The realization of these objectives in 2006-07 and beyond will integrate sectoral activities further into the mainstream of ILO activities and lead towards a more coordinated and productive organization and implementation of activities.

8. With a view to facilitating worldwide access to ILO sector-specific information, the Sectoral Activities Department has continued to update its web site. It includes reports prepared for sectoral meetings, the outcome of the meetings, working papers and information on sectoral trends, plus links to a wide range of related ILO and other information. This information will be integrated into the new-look ILO web site later in 2006.

Geneva, 30 January 2006.

Submitted for information.

Part I. Activities in 2004-05

Meetings	Studies/research/working papers	Other activities
<i>Agriculture, plantations, other rural sectors</i>		
<p>Within the Action Programme on Decent Work in Agriculture, tripartite national meetings to develop a national policy or plan of action on safety and health in agriculture: Barbados (November 2004, September 2005), Kyrgyzstan (October 2004, November 2005)</p> <p>Tripartite consultations in the Republic of Moldova on implementing the national plan of action on OSH in agriculture (2005)</p> <p>Seminar to familiarize members of the Parliament of Uganda with the principal OSH issues facing agricultural workers, the need for an improved OSH legislative framework, and the provisions of Convention No. 184 (August 2004)</p>	<p><i>Collective agreements in private sector plantations in Peninsular Malaysia</i> (forthcoming)</p>	<p>Training workshops for enterprise safety managers and workers' safety representatives on managing OSH in agriculture (14 workshops in Costa Rica, 2004, 7 workshops in Guatemala, 2005)</p> <p>Adaptation of the WIND methodology for OSH improvements in rural communities followed by validation workshops (Kyrgyzstan, the Republic of Moldova and Senegal) and WIND training activities for small farmers (Kyrgyzstan, the Republic of Moldova)</p> <p>Caribbean Subregional Training Workshop for Labour Inspectors on OSH in Agriculture (September 2005)</p>
<i>Basic metal production</i>		
<p>Meeting of Experts to Develop a Revised code of practice on safety and health in the iron and steel industry (February 2005)</p> <p>Promotion of the code (Argentina, November 2005; Russian Federation, December 2005)</p>		<p>Publication and dissemination of a new iron and steel code of practice in Chinese, Bulgarian, French, Romanian, Russian, Spanish</p> <p>Publication and dissemination of a code of practice on safety and health in the non-ferrous metals industries in Arabic, Polish</p>
<i>Chemicals</i>		
	<p><i>Comparative study on education and training in the European chemical industry (selected countries)</i> (forthcoming)</p> <p><i>Training in the chemical industry in India</i> (forthcoming)</p> <p><i>Restructuring and social dialogue in the chemical industry</i> (forthcoming)</p>	
<i>Commerce</i>		
<p>Tripartite Seminar on Social Dialogue on Structural and Technological Change in Asian Retail (Bangkok, November-December 2005)</p>		<p>Prepared draft manual on social dialogue in commerce</p>

Meetings	Studies/research/working papers	Other activities
<i>Construction</i>		
National workshops for action programme in Algeria, Bahrain and Barbados	<p><i>Informal construction workers in Dar es Salaam, United Republic of Tanzania</i> (2005)</p> <p><i>Baseline study of labour practices on large construction sites in the United Republic of Tanzania</i> (2005)</p> <p><i>The Kerala Construction Labour Welfare Fund</i> (2004)</p>	<p>Implementation of action programme in pilot countries (Brazil, Egypt, India, Ghana, United Republic of Tanzania):</p> <ul style="list-style-type: none"> ■ Organization of national tripartite steering committees ■ Formulation of a plan of action ■ Implementation of plan of action using seed money from the action programme and other resources. ■ Examined prospects for 2006-07 fundraising options <p>Prepared documentary film "Accidents don't have to happen" awarded second prize for best OSH documentary at the World Congress on Safety and Health at Work</p>
<i>Education</i>		
<p>Three subregional or national policy dialogue forums involving 19 member States (Latin America, southern Africa, eastern Europe) for education action programme</p> <p>Two tripartite subregional workshops involving 12 member States (Caribbean, southern Africa) for education component of HIV/AIDS workshop</p>	<p><i>Teachers, their unions and the Education for All Campaign</i> (Commissioned paper for the 2005 EFA Global Monitoring Report)</p> <p><i>Sectoral note: Response of the education sector in the Commonwealth Caribbean to the HIV/AIDS epidemic: A preliminary overview</i></p> <p><i>Social dialogue in Latin America: A regional survey</i></p> <p><i>Academic employment structures in higher education: The Argentine case and the academic profession in Latin America</i></p> <p><i>Academic tenure and its functional equivalent in post-secondary education</i></p> <p><i>La permanence et son équivalent fonctionnel dans l'enseignement supérieur</i></p>	<p>Implementation of the education sector action programme:</p> <ul style="list-style-type: none"> ■ Preparation, launch, technical and financial assistance for 12 tripartite or bipartite national steering groups ■ Technical and financial assistance for preparation of national assessments on the programme theme in programme countries ■ Development and maintenance of a programme web site for information exchanges ■ Initial preparation of an international database on teachers and a global report on the programme theme ■ Preparation and participation in sectoral activities task force, Sectoral and Global Steering Group meetings on the action programme ■ Preparation of two forums (Caribbean, West Africa) for 2006 <p>Implementation of the education sector component of the cross-sectoral action programme on HIV/AIDS:</p> <ul style="list-style-type: none"> ■ Preparation of regional assessments, draft workplace policy documents and implementation checklists ■ Follow-up activities to subregional workshops <p>Follow-up to the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel, 8th Session, Paris, September 2003 (jointly with UNESCO)</p> <p>Promotional activities for World Teachers Day, 2004 and 2005 (in cooperation with UNESCO) and EFA Global Action Week</p>

Meetings	Studies/research/working papers	Other activities
<i>Financial services, professional services</i>		Participated in: Steering committee meetings for the EFA Flagship on Teachers and the Quality of Education; International Conference on Education; workshops and final conference for the OECD programme, <i>Attracting, Developing and Retaining Effective Teachers</i>
Tripartite Seminar on Social Dialogue on Global Sourcing in Financial Services for Selected Countries from Asia and Pacific and the United Kingdom, New Delhi, India (November 2005)		
<i>Food, drink, tobacco</i>		
Subregional Tripartite Capacity-building Meeting to assist Social Partners in Dealing with Social Dialogue in the Tobacco Industry (September 2005)	<i>Prospects for micro, small and medium enterprises in the food and drink industries in Guyana</i>	Production of a videocassette on the informal economy of the food and drink sector in Burkina Faso (cost-sharing SECTOR/ACTRAV/COOP with technical inputs from ACT/EMP and IFP/SKILLS)
National Tripartite Meeting on Improving Social Dialogue in the Beverages and Confectionary Subsectors in Ukraine (December 2005)	<i>A value chain analysis of the mango subsector in the Visayas Province of the Philippines</i> (forthcoming)	Production in local languages of three radio programmes on the informal economy of the food and drink sector, Burkina Faso
	<i>A study of women workers in the kretek cigarette sector in two provinces of Indonesia</i> (forthcoming)	
	<i>Alimentation et boissons au Burkina Faso: au-delà de la survie</i>	Development of a statistical database for the food and drink sector
	<i>A study of the food and drink sector in Dominica</i> (forthcoming)	
	<i>El sector de alimentos y bebidas: Productores formales e informales y sus condiciones en la generación de empleo: El caso de Costa Rica y Nicaragua</i> (edited)	
	<i>El sector tabacalero en Argentina</i> (forthcoming)	
<i>Forestry and wood industries</i>		
Meeting of Experts to Develop Guidelines for Labour Inspection in Forestry (January 2005)	Newsletter FORWORKNET (2004 and 2005 issues)	Preparation of National Meeting of Experts to Develop Guidelines for Labour Inspection in Forestry, to be held in Kuala Lumpur in 2006
National Meeting of Experts to Develop Guidelines for Labour Inspection in Forestry (Brasilia, December 2005)	<i>Guidelines for Labour Inspection in Forestry</i>	Participating in: <ul style="list-style-type: none"> ■ Joint ECE/FAO/ILO Committee on Sustainable Forest Management ■ Meeting of the ECE/FAO/ILO Network of Experts in Sustainable Forest Management
		Planning for supporting LED project focused on forestry in Indonesia

Meetings	Studies/research/working papers	Other activities
<i>Health services</i>		
Workplace violence in the health sector – Bulgaria: Evaluation meeting (February 2005)	<i>Framework guidelines for addressing workplace violence in the health sector: Training Manual</i> (2005)	Preparation of brochure, workshop structure and presentation for the promotion of the ILO Nursing Personnel Convention, 1977 (No. 149)
Tripartite Meeting of Experts to Develop Joint ILO/WHO Guidelines on Health Services and HIV/AIDS (April 2005)	<i>Joint ILO/WHO guidelines on health services and HIV/AIDS</i> (2005), published in Arabic, Chinese, English, French, Indonesian, Russian, Spanish, Swahili, Thai and Vietnamese	Development of study on Health Worker Mobility in Europe: Migration from East to West
Workplace violence in the health sector – South Africa: Field testing of the Training Manual (July 2005)	<i>Social dialogue in the health services: A tool for practical guidance</i> (2004)	
	<i>Social dialogue in the health services: A tool for practical guidance: The Handbook for Practitioners</i> (2005)	
	<i>Social dialogue in the health sector: Case study Ghana</i> (2005)	
	<i>Social dialogue in the health sector: Case study Bulgaria</i> (2005)	
	<i>Migration of health workers – Case study, Philippines</i> (2005)	
	<i>“Care Trade”: The International Brokering of Health Care Professionals</i>	
<i>Hotels, catering, tourism</i>		
Subregional Tripartite Workshop on Labour Statistics in Tourism, Brasilia (2005)	<i>Introduction to labour statistics in tourism</i> (2004)	Action Programme <i>Addressing crises and creating more and better jobs in the hotel, catering and tourism (HCT) sector</i> . Activities in three countries including workshops on programme development
	<i>Labour markets in the tourism sector: Systematic data gathering for better policymaking</i> (2005)	
<i>Mechanical and electrical engineering (MEE)</i>		
	Publication of articles on export processing zones	Initiated <i>SECTORSource</i> database, to cover mechanical and electrical engineering, among other industries
		Update of database on EPZs (cross-sectoral) for One Stop Window
		Preparation of a study and project document on EPZs in Madagascar
<i>Media, culture, graphical industries</i>		
Tripartite Meeting on the Future of Work and Quality in the Information Society: The Media, Culture, Graphical Sector (October 2004)	<i>The future of work and quality in the information society: The media, culture, graphical sector – Report for discussion</i> (2004)	Participation in organizing the International Forum on Shaping an International Centre on Creative Industries (Salvador, Bahia, Brazil, April 2005)
Nineteenth Ordinary Session of the ILO/UNESCO/WIPO Intergovernmental Committee of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Paris, June 2005)	<i>The future of work and quality in the information society: The media, culture, graphical sector – Note on the proceedings</i> (2005)	
	Report on ILO activities relating to the Rome Convention (2005)	

Meetings	Studies/research/working papers	Other activities
<i>Mining</i>		
Tripartite Workshop on HIV/AIDS Policy and Programmes in the Coal Mining Sector, India (with ILO/AIDS) (November 2005)	<i>Safety and health in small-scale surface mines: Handbook</i> , published in Arabic (forthcoming), Chinese, Polish, Swahili, Thai, Ukrainian, Vietnamese. The handbook is now available in 13 languages	ILO a member of Strategic Management Advisory Group of Communities and Small-scale Mining Network (CASM). Development (with IPEC) of call to action to eliminate child labour from small-scale mining by 2015
	Chapter on small-scale mining published in externally published book. Several papers on small-scale mining; mine safety published in conference proceedings	Promotion of ratification of the Safety and Health in Mines Convention, 1995 (No. 76) Tripartite mine safety and health activities in China (with ICEM and ICMM) with a view to developing a substantial project Development of draft of a new code of practice on safety and health in underground coal mines for meeting of experts in May 2006
<i>Oil and gas</i>		
National Workshop on Promoting Social Dialogue in the Oil/Gas Industries, Kuwait, in collaboration with ACTRAV (April 2005)	<i>Good industrial relations in the oil industry in the United Kingdom</i> (2005)	
	<i>Industrial relations in the oil industry in Nigeria</i> (2005)	
	<i>Industrial relations in the oil industry in Mexico</i> (forthcoming)	
	<i>Industrial relations in the oil industry in South Africa</i> (forthcoming)	
	<i>Training guidebook for improving industrial relations in the oil/gas industry</i> (forthcoming)	
<i>Public services</i>		
National Workshop in Kenya for the Promotion of ILO Guidelines on Social Dialogue in Public Emergency Services (PESs) (January 2005)	<i>Social dialogue in PESs: A case study on Kenya</i> (2004)	
National Workshop in Bulgaria for the Promotion of ILO Guidelines on Social Dialogue in PESs (April 2005)	<i>Public emergency services: Social dialogue in a changing environment: A study on Japan</i> (2004)	
	<i>Practical Guide for Strengthening Social Dialogue in Public Service Reform</i> (2005)	
	<i>Practical Guide for Strengthening Social Dialogue in Public Service Reform – French and Spanish versions</i> (2005)	
	<i>Social dialogue in the public emergency services in a changing environment</i> (Bulgaria) (2005)	

Meetings	Studies/research/working papers	Other activities
<i>Shipping, ports, fisheries, inland waterways</i>		
<i>Shipping</i>		
High-level Tripartite Working Group on Maritime Labour Standards (January 2004)	<i>Global seafarers</i> (2004)	Promotion of Convention No. 185
Preparatory Technical Maritime Conference (September 2004)	Preparation of various papers for the consolidated maritime labour standard	Training of ship inspectors, Republic of Korea
Informal meeting on Article 5 of Convention No. 185 (September 2004)		
Tripartite Intersessional Meeting on the Follow-up to the Preparatory Technical Maritime Conference (April 2005)		
Donors' Meeting for Convention No. 185 (April 2005)		
<i>Ports</i>		
International tripartite workshops on the implementation of the <i>ILO/IMO Code of practice on security in ports</i> (Turin, 2004; Singapore and St. Petersburg, 2005)	<i>ILO/IMO Code of practice on security in ports</i> , published in English, French and Spanish	Translation of <i>ILO/IMO Code of practice on security in ports</i> into Chinese and Russian
Tripartite workshops on safety and health in ports (Greece, Mauritius, Seychelles and St. Petersburg, 2005)	<i>ILO Code of practice on safety and health in ports</i> , published in English, French and Spanish	Agreements made for the translation of the <i>ILO Code of practice on safety and health in ports</i> into Chinese, Greek, Italian, Russian and Turkish
Tripartite Workshop for the Validation of Four New Portworker Development Programme (PDP) units (2005)	<i>Ports Safety and Health Audit Manual</i> Revised version of PDP Revised and updated PDP Chief Instructor's Manual	Development of training materials for the implementation of the <i>ILO/IMO Code of practice on security in ports</i> and the <i>ILO Code of practice on safety and health in ports</i> Promotion of the <i>ILO/IMO Code of practice on security in ports</i> and the <i>ILO Code of practice on safety and health in ports</i> Agreement between ILO and the Anti-terrorism Unit of OSCE for the provision of ILO training on the implementation of the <i>ILO/IMO Code of practice on security in ports</i> to OSCE participating countries Training course for PDP chief instructors (2004)
<i>Fisheries</i>		
Discussion of a proposed Convention (supplemented by a Recommendation) at the 92nd and 93rd Sessions of the International Labour Conference (June 2004 and 2005)	<i>FAO/ILO/IMO Code of Safety for Fishermen and Fishing Vessels, Part A, Safety and Health Practice for Skippers and Crews</i>	Worked with the FAO and IMO to prepare three revised publications on safety and health in the fishing sector
Tripartite Meeting of Experts on the Fishing Sector (December 2004)	<i>FAO/ILO/IMO Code of Safety for Fishermen and Fishing Vessels, Part B, Safety and Health Requirements for the Construction and Equipment of Fishing Vessels</i> <i>FAO/ILO/IMO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels, 2005</i>	

Meetings	Studies/research/working papers	Other activities
<i>Textiles, clothing, leather and footwear industries</i>		
Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a Post-MFA Environment (November 2005)	<p><i>Labour implications of the textiles and clothing quota phase-out</i> (2005)</p> <p><i>Study on decent work in the Romanian light industry (textiles, clothing, leather and footwear)</i>, prepared for ILO by Romanian Ministry of Economy and Commerce, unpublished</p>	<p>Implementation of action programme:</p> <ul style="list-style-type: none"> ■ Romania: Plan of action adopted by National Steering Committee, implementation under way ■ Philippines: Plan of action adopted by Clothing and Textile Industry Tripartite Council, implementation under way ■ Morocco: Various sessions of National Steering Committee to monitor implementation of plan of action. Nominated a national coordinator, in charge of implementation of a project financed by the Government of Spain <p>Technical support and advisory services:</p> <ul style="list-style-type: none"> ■ In Bangladesh, within the framework of the Decent Work Pilot Programme, for the elaboration of a tripartite post-MFA strategy ■ In Tunisia and Egypt, for the elaboration of tripartite national strategy to improve competitiveness of textiles and clothing industry through the promotion of decent work
<i>Transport</i>		
<i>Civil aviation</i>		
	<p><i>The future of civil aviation in Africa: Restructuring and social dialogue</i>, published in English and French</p>	
<i>Road transport</i>		
Tripartite Workshop South Africa (2004) to Develop and Validate <i>Using the ILO code of practice on HIV/AIDS and the world of work: Guidelines for the transport sector</i>	<p><i>The issues of fatigue and working time in the road transport sector</i></p> <p><i>Using the ILO code of practice on HIV/AIDS and the world of work: Guidelines for the transport sector</i></p>	Preparatory work for the Tripartite Meeting on Social and Labour Issues affected by Problems of Cross-border Mobility of International Drivers in the Road Transport Sector to be held in 2006
<i>Transport equipment manufacturing</i>		
<p>Tripartite Meeting on Employment, Social Dialogue, Rights at Work and Industrial Relations in Transport Equipment Manufacture (January 2005)</p> <p>Joint ILO/IMO/Basel Convention Working Group on Ship Scrapping, 1st session (February 2005) and 2nd session (2005)</p>	<p><i>Motor vehicle industry trends affecting component suppliers</i> (2004)</p> <p><i>Industrial renewal and inter-firm relations in the supply chain of the Brazilian automotive industry</i> (2005)</p> <p>Publication of articles on the advanced phase-out of single hull tankers, OSH and shipbreaking and automotive industry trends</p> <p><i>Safety and health in shipbreaking: Guidelines for Asian countries and Turkey</i> (translations into Bengali, Chinese, Hindi and Turkish)</p>	<p>Initiated SECTORSource database to cover transport equipment manufacturing and other industries</p> <p>Backstopping of project on Safe and Environment-friendly Ship Recycling in Bangladesh (BGD/03/005)</p>

Meetings

Studies/research/working papers

Other activities

Utilities

Subregional Meeting on Strengthening Social Dialogue in the Utilities Sector in Central Asia, Dushanbe, Tajikistan (October 2005)

Study on the public utilities sector of the Republic of Tajikistan

The social dialogue status in the housing and communal sector of the Republic of Kazakhstan

Reforming the housing and communal sector in the Republic of Kyrgyzstan

Privatization of energy in the Argentine Republic: Losses and gains as seen by a trade union (2005)

Cross-sectoral

Workplace violence in services sectors and measures to combat this phenomenon: An ILO code of practice (2004), also translated into other languages

Part II. Programme planning, 2006-07

Sectors

Agriculture, plantations, other rural sectors

Action programme

- National tripartite activities to promote implementation of the Safety and Health in Agriculture Convention, 2001 (No. 184)
- Training activities on improving occupational safety and health at the workplace through social dialogue
- Improving safety and health in rural communities: Implementation of the WIND methodology
- Publication on collective bargaining in agriculture

Basic metal production

- Promotion in national workshops of codes of practice on safety and health in the non-ferrous metals industries, and safety and health in the iron and steel industry
- Publication of the codes in additional languages, as appropriate

Chemicals

- Meeting of Experts to Examine Instruments, Knowledge, Advocacy, Technical Cooperation and International Collaboration as Tools with a View to Developing a Policy Framework for Hazardous Substances, 2007
- Studies examining single-chemical Conventions and Recommendations and the Chemicals Convention and its Recommendation (as background information to Meeting of Experts, 2007)
- Background report to the Meeting of Experts regarding Hazardous Substances, 2007
- Study examining how national regulations might be adjusted to foster work flexibility to cope with increased competitiveness, and to promote employability and economic growth in the chemical industries
- Study examining best practices for promoting good industrial relations in the chemical industries
- Additional studies examining vocational training and social dialogue in developing, intermediate and developed countries

Commerce

- Tripartite Meeting on Social and Labour Implications of the Increased Use of Advanced Retail Technologies, Geneva, 18-20 September 2006, and its follow-up in 2007
- Possible research to ascertain the effectiveness of voluntary corporate social responsibility efforts in promoting respect for fundamental labour standards in distribution services
- Final editing and dissemination of Manual on social dialogue in commerce, draft of which was prepared in 2005

Construction

Action programme

- Continuation of the CAP (construction action programme) in the pilot countries
- Completion of a proposal for the overall scaling-up of the CAP
- Exploration of possibilities of replicating the CAP in other countries

Other activities

- Follow-up to consultations with COOP on partnerships in Egypt and Mozambique
- Implementation of the action research project "Decent work in construction: The role of local authorities"
- Publications derived from the aforementioned project and the CAP

Education

Action programmes

- Continued consultations with national steering groups, sectoral and global steering group members concerning follow-up and extension of the Action Programme on Teachers and Education for All and the education sector component of the HIV/AIDS action programme

- Preparation and publication of the action programme's global report
- Preparation and organization of additional action programme policy dialogue forums (Caribbean and West Africa)
- Consultations and joint activities with representatives of intergovernmental organizations (UNESCO, Commonwealth Secretariat and OECD) on the action programme
- Continued resource mobilization efforts with multi-bilateral and bilateral donors
- Consultations with UNESCO on publication and promotion of regional workplace policy documents, implementation checklists and training materials for the HIV/AIDS education sector programme

Other activities

- Preparation, organization and follow-up of the 9th Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (hosted by the ILO)

Financial services, professional services

- Work with constituents at the national level on research on the employment impact of global sourcing and other processes associated with globalization; wide dissemination of the findings of such research
- Promote, including through national workshops, the wider use in global sourcing of the principles and rights embodied in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up of 1998
- Research in a selected number of countries on working conditions in offshore call centres

Food, drink, tobacco

- Commission research papers and conduct studies (in liaison with other ILO units) in view of assembling materials for preparing the background discussion papers for the forthcoming Tripartite Meeting on the Impact of the Global Food Chain on Employment
- Develop technical cooperation activities on the basis of research findings

Forestry and wood industries

- National Meeting of Experts to Develop Guidelines for Labour Inspection in Forestry, Kuala Lumpur
- Planning of follow-up activities to the above, as well as 2005 meetings
- Publication of annual newsletter FORWORKNET
- Participation in events of the ECE/FAO/ILO Network of Experts in Sustainable Forest Management and other relevant meetings

Health services

Action programme

- Carry out initial tripartite consultations concerning proposed activities to implement the action programme at the international level and in the countries selected
- Initiate consultations and prepare a comprehensive workplan with WHO and IOM for planning, implementation, monitoring and assessment purposes
- Conduct national tripartite activities involving the social partners with the different government agencies concerned with the migration of health-care workers
- Build capacity to improve the compilation of data on the flows of migrant health-care workers
- Develop and disseminate strategies and best practices for the management of health services migration from the supplying nations' perspective

Other

- Further translation of the Joint ILO/WHO Guidelines on health services and HIV/AIDS and promotion at national levels in cooperation with ILO/AIDS and WHO
- Continue ILO's contribution to ILO/ICN/WHO/PSI joint programme on workplace violence in the health sector
- Promotion of the ILO Nursing Personnel Convention, 1977 (No. 149)

Hotels, catering, tourism

- Action programme: Addressing crises and creating more and better jobs in the hotel, catering and tourism (HCT) sector
 - Tourism Labour Accounts System (TLAS)
 - Human resources development: Assistance to member States on the development of policies and programmes
 - Strengthening social dialogue: Assistance to member States to develop sustainable institutions for sectoral social dialogue with a view to promote the objectives of the action programme: Human resources development, improvement of working conditions, HIV/AIDS
- HCT in multi-sectoral action programme on HIV/AIDS
 - Activities in tourism-dependent developing countries and regions such as in India, Caribbean, South Africa
- Programme on international migration and decent work for workers in the hotel, catering and tourism sector

Mechanical and electrical engineering

- Tripartite Meeting on the Production of Electronic Components for the IT Industries: Changing Labour Force Requirements in a Global Economy, 16-18 April 2007
- Continuation of database (SECTOR *Source*) for the Mechanical and Electrical Engineering (MEE), Transport Equipment Manufacture (TEM) and other industries
- Export processing zones. Update of one-stop window (database)
- Participation in InFocus Initiative on EPZs

Media, culture, graphical

- Research on atypical employment in media and entertainment
- Possible ILO, UNCTAD and UNESCO project on employment creation and trade expansion in creative industries in selected developing countries
- Activities on child performers working in the entertainment industry
- Attendance at relevant WIPO, UNESCO and other meetings

Mining

- Meeting of Experts on Safety and Health in Coal Mines (May 2006)
- Publication and promotion of a new code of practice on safety and health in coal mines
- Promotion of the Safety and Health in Mines Convention, 1995 (No. 176)
- Development of tripartite mining safety and health project in China
- Participation in the Call to Action to eliminate child labour in small-scale mining by 2015
- Participation in Communities and Small-scale Mining network (CASM)
- Participation with ILO/AIDS in activities concerning AIDS in the mining sector

Oil and gas

- National Tripartite Workshop on the Prevention of Major Industrial Accidents and Promoting Social Dialogue in Saudi Arabia
- National Tripartite Seminar on Promoting Communication and Negotiating Skills in the Oil/Gas Industry
- Baseline studies on employer-employee relations that effectively promote ILO fundamental Conventions and social dialogue in selected oil/gas-producing countries

*Postal and other communications services**Action programme*

The Action Programme on Skills and Employability in Telecommunications Services in selected countries is to be implemented over a two-year period (2006-07).

- The main activities are likely to consist of research from late 2005 to mid-2007; a subregional meeting in Africa in late 2006; and training and follow-up activities in 2007

- It was decided to focus the action programme on a subregional meeting for nine countries in sub-Saharan Africa, with follow-up in three countries
- The subregional meeting will enable participants to share experiences and discuss specific challenges facing the subsector, review the roles of the social partners in improving training and work organization, and identify further action at the national level that could be undertaken within the action programme in 2007

Other activities

- Preparing possible joint ILO/UPU regional seminar on social dialogue in postal services in Africa, end 2006

Public services

Action programme

Countries endorsed by the 294th Session of the Governing Body for participation in the action programme are Jamaica, Malaysia, the United Republic of Tanzania and Ukraine. The final list may change as a result of consultations.

- Establish national steering groups in consultation with, and with the participation of, all stakeholders relevant to the public services focused on in this action programme
- Undertake a national assessment on the status of social dialogue in public services based on the terms of reference developed and agreed upon by the national steering group members
- Develop policy recommendations based on the findings of the assessment and discussions of a national workshop
- Identify and address training needs for capacity building for effective social dialogue
- Establish national social dialogue mechanisms, if these do not exist; if such mechanisms do exist, develop measures to strengthen their effectiveness and sustainability

Shipping, ports, fisheries, inland waterways

Shipping

- 94th Maritime Session of the International Labour Conference (February 2006)
- Promotion of the new consolidated maritime Convention, including the preparation of promotional material and other effective and new forms of promotion targeting separately ILO's tripartite constituents; and technical assistance on national legislation, action plans and training activities
- Preparation and drafting of revised Guidelines on procedures for the inspection of working and living conditions on board ships
- Coordination with other organizations e.g. IMO, Paris MOU, FAO
- Promotion of tripartism in regional organizations
- Follow-up to Convention No. 185, including technical advice and assistance

Ports

- Promotion of Portworker Development Programme (PDP)
- Organization and delivery of training courses for PDP chief instructors in Malta, Dubai, Saint Petersburg and elsewhere as requested
- Promotion of the implementation of the *ILO/IMO Code of practice on security in ports* and the *ILO Code of practice on safety and health in ports*
- Research/study on "Inspection on safety and health in ports". A project to help promote compliance with relevant ILO standards and guidance
- Promotion of ratification of the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)
- Publication of guidance manual on social dialogue in the process of structural adjustments and private sector participation in ports

Fishing

- Development of a new ILO standard on conditions of work in the fishing sector – preparation of reports for the 96th Session of the ILC, 2007
- Participation in the development of a new IMO (potentially FAO/ILO/IMO) publication on safety on small fishing vessels
- Preparation of guidelines on inspection of working and living conditions on fishing vessels (subject to approval by the STM at its 295th Session (March 2005))

- Participation, as resources permit, in national seminars and workshops held to prepare for the discussion of the fishing issue in 2007
- Following the adoption of the fishing Convention and Recommendation in 2007, promotion of these instruments through various means, including participation in national seminars and workshops

Textiles, clothing, leather, footwear industries

Action programme (continuing in Morocco, Philippines and Romania)

- Implementation of the national plans of action with the support of the ILO
- Mobilization of external resources
- Sustainability of the action programme at the national level

Other activities

Implementation of mandate given to the ILO, as defined in the Chairperson's summary from the Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a Post-MFA Environment

Transport

Rail transport

- Promotion of ILO Code of practice on workplace violence in services sectors
- Initiate consultations on developing a code of practice on railway safety

Road transport

- Promotion of the implementation of the guidance provided in the new ILO publication entitled: "Using the ILO Code of practice on HIV/AIDS and the world of work: Guidelines for the transport sector"
- Tripartite Meeting on the Labour and Social Issues arising from Problems of Cross-border Mobility of International Drivers in the Road Transport Sector (October 2006)
- Publication of a working paper on social dialogue in the road transport sector

Transport equipment manufacturing

- Continuation of database (SECTOR *Source*) for the transport equipment manufacturing and mechanical and electrical engineering sectors, and other industries

Shipbreaking

- National workshops (and regional seminars with IMO) to implement guidelines on safety and health in shipbreaking in Bangladesh, China, India, Pakistan and Turkey
- ILO to host Joint Working Group on Ship Scrapping (with IMO and Secretariat of the Basel Convention), 2007

Utilities

- Follow-up activities to subregional meeting held in Tajikistan in October 2005 will be implemented in Kazakhstan, Kyrgyzstan and Tajikistan by the end of 2006
- Additional small activity, the nature of which will be decided upon in consultation with Public Services International (PSI)

Cross-sectoral activities

HIV/AIDS

- Details of relevant activities are provided under the education, health, hotels, mining and transport sector listings above

Part III. Overview of sectors

Agriculture, plantations, other rural sectors

Global trends and issues

Agriculture drives the economy in many developing countries, but the rural sector is often starved of the investment needed to generate growth and jobs. Poverty, low levels of education, unsafe working conditions and poor health all contribute to low labour productivity in agriculture which, in turn, perpetuates the cycle of rural poverty. Lack of access to basic health care and social safety nets means that illness, disability or death plunges rural families further into poverty. Rural households are increasingly headed by women, as men migrate to cities in search of a better living. Employment policies, which promote rural off-farm employment, spur the development of small and medium enterprises, particularly in rural areas, and orient investment towards employment-intensive rural infrastructure development, are key factors in stemming outward migration to urban centres and easing the transition from a largely agrarian society to one more based on industry and commerce.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Poverty ■ Severe decent work deficits ■ Safety and health ■ Global trade issues 	<p>Total workforce: An estimated 1.3 billion. Approximately 450 million are waged workers, many employed on a temporary basis</p> <p>Employment: Agricultural workers account for less than 7 per cent of the workforce in OECD countries, but over 60 per cent of the economically active population in South Asia and sub-Saharan Africa. Women constitute about 44 per cent of the agricultural labour force in developing countries and their share is growing</p> <p>Gender: Agricultural tasks tend to be highly sex-segregated. Women earn less than men, are less likely to be engaged on a regular basis, are less likely to belong to trade unions and are subject to harassment from co-workers and supervisors</p> <p>Child labour: The incidence of child labour in agriculture is the highest of any economic sector. According to ILO surveys, some 70 per cent of working children are engaged in agriculture, with higher rates for girls than for boys</p> <p>Safety and health: Agriculture is ranked as one of the three most hazardous occupations. More than half of all workplace fatalities (170,000) occur in agriculture. Some 40,000 of these deaths result from pesticide poisoning</p> <p>Investment: Official development assistance to least developed countries declined by 45 per cent between 1990 and 2000. Although total foreign direct investment rose by 336 per cent between 1988 and 1999, the portion destined to agriculture fell from 0.2 per cent of the total to 0.1 per cent</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Safety and Health in Agriculture Convention, 2001 (No. 184) (7 ratifications) ■ Rural Workers' Organizations Convention, 1975 (No. 141) (40) ■ Labour Inspection (Agriculture) Convention, 1969 (No. 129) (43) ■ Plantations Convention, 1958 (No. 110) (12) ■ Holidays with Pay (Agriculture) Convention, 1952 (No. 101) (46) ■ Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99) (53) ■ Promotion of Cooperatives Recommendation, 2002 (No. 193) ■ Tenants and Sharecroppers Recommendation, 1968 (No. 132) 	<ul style="list-style-type: none"> ■ Unionization rates among farm workers are low in most countries. Plantation workers in some Asian and African countries tend to be better organized ■ In some countries, agricultural workers are either fully or partially excluded from legislation guaranteeing the right to freedom of association and collective bargaining ■ Restrictions on trade union activities in some countries make it difficult or impossible to organize seasonal, temporary and casual workers, or those working in small enterprises ■ The ILO Committee on Freedom of Association has examined dozens of complaints related to the agriculture sector, involving mass dismissals, anti-union discrimination and non-recognition of unions 	<ul style="list-style-type: none"> ■ Sustainable agriculture in a globalized economy (2000)

Basic metal production

Global trends and issues

Basic metal consumption, prices and therefore production are closely linked to the state of the economy. Low metal prices often lead to cost-cutting that affects the amount and nature of employment and work arrangements. Recycling is a key component of basic metal production, especially of non-ferrous metals. Automation and IT are resulting in fewer people working near metals and machinery, but they call for higher skills.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Employment ■ Training ■ Working conditions ■ Contract labour ■ Safety and health, particularly in small-scale plants in developing countries, notably foundries and steel production associated with shipbreaking 	<p>Countries: About 40 major steel-producing countries. The top ten account for about 70 per cent of world production. For non-ferrous metals, concentration is similar or higher with 25-40 countries producing significant amounts of the major metals, and the top five accounting for 50-60 per cent of total production in each case. Proportion of state-owned facilities continues to decline. Social impact of past privatization still being felt in some areas</p> <p>Share of GDP: Difficult to isolate. Included in “manufacturing”</p> <p>Employment: About 6-7 million; approximately 70 per cent in iron and steel production. Employment continues to fall – by 23 per cent in 22 steel-producing countries in 1995-2002, while steel output increased by over 70 per cent. The use of contractors is increasingly widespread</p> <p>Gender: Basic metal production is male-dominated. Women workers, perhaps 10-15 per cent of the workforce, are concentrated in R&D and administration</p> <p>Organization: Rates of unionization remain relatively high, especially in former state-owned enterprises. New “green field” plants, however – especially iron and steel “mini mills” – are often not unionized. The same company can have unionized and non-union facilities in different locations</p> <p>Child labour: Exists in the small-scale foundry sector in developing countries, but is less prevalent than in other sectors</p> <p>Safety and health: The incidence of accidents and disease mirrors that of the manufacturing sector. Risks of severe injuries are generally higher, however, due to the presence of molten metal, toxic chemicals and by-products. Two recent codes of practice are being widely promoted and used</p>

Relevant ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Two codes of practice on safety and health cover iron and steel (2005) and non-ferrous metals (2003). The former is available in seven languages (Chinese, Bulgarian, English, French, Romanian, Russian and Spanish); the latter in seven languages (Arabic, Chinese, English, French, Polish, Russian and Spanish), with other translations being considered ■ Other codes of practice – chemicals, ambient factors in the workplace – are very relevant for basic metals production 	<ul style="list-style-type: none"> ■ Generally well established ■ Globalization of basic metal production is paving the way for inter-company social dialogue on a range of issues 	<ul style="list-style-type: none"> ■ Safety and health in the iron and steel industry (2005)

Chemical industries

Global trends and issues

Chemical companies have undergone corporate change and restructuring. Flexible work practices and pay according to individual performance have become norms in the industry. Life-time employment is a thing of the past. The chemicals industry was traditionally male-dominated, but the number of skilled women workers has been increasing in research and development, particularly in pharmaceuticals and biotechnology. While the industry has been cutting the workforce in production, strategic departments such as research and development substantially lack qualified workers. In addition, chemical enterprises are challenged by stiff competition and continuous efforts to reduce costs. To make the industry sustainable, it needs to accommodate global social dialogue in order to attract more qualified young workers.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Security of employment ■ Boosting employment and employability ■ Training and further training ■ Securing decent earnings ■ Work/life balance ■ Gender mainstreaming ■ Developing transferable universal certified skill standards ■ Outsourcing – contract and agency work ■ Flexibility in work organization 	<p><i>Countries of importance:</i> All regions and countries are significant</p> <p><i>Share of GDP:</i> In 2004 the chemical industry contributed 2.4 per cent of GDP in the EU</p> <p><i>Employment:</i> About 30 million are estimated to be employed in the chemicals and pharmaceuticals sectors in 2004; about 10 per cent of the total manufacturing workforce</p> <p><i>Gender:</i> Women make up about 20 per cent of the workforce</p> <p><i>Child labour:</i> Some evidence of children working with dangerous substances with inadequate knowledge and/or personal protective equipment</p> <p><i>Organization:</i> Around 20 per cent in 2004</p> <p><i>Safety and health:</i> In 2003, 48 fatal accidents in 36 major chemical-producing enterprises</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Chemicals Convention, 1990 (No. 170) (12 ratifications) ■ Prevention of Major Industrial Accidents Convention, 1993 (No. 174) (8) ■ White Lead (Painting) Convention, 1921 (No. 13) (62) ■ Benzene Convention, 1971 (No. 136) (36) ■ Asbestos Convention, 1986 (No. 162) (28) 	<ul style="list-style-type: none"> ■ Social dialogue has gained momentum, particularly at the European level – sectoral social dialogue forum established in 2004 ■ ICEM and ICCA made headway with consultations to establish social dialogue structures/mechanisms ■ Responsible Care Programme functions on basis of dialogue between employers' and workers' organizations at company level ■ International framework agreements, dialogue initiatives and inter-company networks established, e.g. Rhodia, France (2003) and Freudenberg, United States (2000) 	<ul style="list-style-type: none"> ■ Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries (2003)

Commerce

Global trends and issues

The last two decades have seen a global trend towards consolidation and rationalization – often through mergers and acquisitions. Large companies are growing and small firms are being pushed towards survival strategies. Cost-cutting has an impact on employment and working conditions. Shops are extending opening hours. As national markets have become saturated in many developed countries, businesses have looked for new opportunities to expand into less developed markets.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Impact of technology and consolidation on employment, nature of work and work organization ■ “Lean” or minimum staffing levels. High part-time rates to facilitate deployment of more people during peak periods. Fragmentation of employment and working time ■ Longer opening hours affect employment and working conditions ■ Multinational retailers continue to increase their market share in emerging economy countries, at the expense of SMEs 	<p>Countries of importance: Most developed countries and emerging economies. Structure and functioning of sector varies greatly according to living standards, consumption, purchasing habits and legal regulations dealing with the size of firms, shop-opening hours, consumer protection</p> <p>Share of GDP: Approximately 15 per cent in most countries</p> <p>Employment: Distribution is labour-intensive. The sector accounted for a considerable share of total employment: 16 per cent in the European Union (EU); 19 per cent in the United States; and 18 per cent in Japan. In Central and Eastern Europe the share of commerce in total employment is comparatively low, but it is increasing rapidly</p> <p>Gender: On average, the proportion of women employed in commerce is higher than for the economy as a whole. The highest participation is in Latin America and in countries undergoing economic transition. At the EU level, the share of women in retailing employment is 58.5 per cent</p> <p>Organization: Among the least unionized industries in many countries (prevalence of SMEs). High labour turnover and a high proportion of part-time and temporary employees</p> <p>Child labour: Prevalent in the informal sector. Statistics unavailable</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) (30 ratifications). ■ Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) (62) ■ Hygiene (Commerce and Offices) Convention, 1964 (No. 120) (49) 	<ul style="list-style-type: none"> ■ Prevalence of collective bargaining institutions and mechanisms ■ Structural change in commerce has had an impact on collective bargaining and, more generally, on social dialogue ■ Since the establishment of their social dialogue in 1985, the European social partners for commerce have been working closely together on employment policy matters, resulting in the signing of a memorandum on vocational training in the retail trade and a Joint opinion on employment. In the context of EU enlargement, they have been working with the social partners for commerce in the applicant countries to promote industrial relations meetings 	<ul style="list-style-type: none"> ■ Employment effects of mergers and acquisitions in commerce (2003)

Construction

Global trends and issues

In the past 30 years the construction industries, particularly in developed countries, have experienced strong trends towards casualization of employment and the outsourcing of labour. There is little chance that the current trends in employment practice will be reversed in the foreseeable future.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Casualization of employment ■ Extensive subcontracting of labour ■ Weakening and division of the labour force ■ Extensive privatization ■ Fewer projects commissioned by public sector clients ■ Loss of public sector jobs ■ Decline in membership of worker and employer organizations ■ Erosion of social dialogue ■ Fewer collective bargaining agreements (CBAs) ■ Lack of economic security ■ Lack of social security and accident insurance ■ Deterioration of safety and health of the construction workforce in line with the terms and conditions of employment ■ Decline in level of skills ■ Undermining of joint training schemes ■ Procurement 	<p>Share of GDP Construction output expands and contracts in line with economic growth. It is generally between 2 per cent and 8 per cent of GDP but can rise to 10 per cent. The outputs of the construction sector are important investment goods, comprising around 50 per cent of gross fixed capital formation</p> <p>Employment: Around 111 million (1998). 75 per cent of the total workforce is in developing countries</p> <p>Gender: Wide variation in estimates. Official Indian figure for the proportion of women is 8 per cent, but in reality it is up to 50 per cent. 90 per cent are employed as casuals (compared with 75 per cent of the men). Most do not appear on any contractor's payroll</p> <p>Child labour: Little information available. Large numbers work in various building materials industries</p> <p>Organization: Union density low in developing countries; downward trend in developed countries. In the United States, union membership fell from 42 per cent in 1970 to 18 per cent in 1996. In Spain it was 10 per cent in 1997 compared with 18 per cent in the economy as a whole</p> <p>Safety and health: No data for developing countries. Estimates of deaths worldwide from construction accidents between 55,000 and 100,000. Additional deaths from exposure to hazardous substances, including asbestos</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Safety and Health in Construction Convention, 1988 (No.167) (18 ratifications) ■ Asbestos Convention, 1986 (No.162) (28) ■ Labour Clauses (Public Contracts) Convention, 1949 (No. 94) (60) 	<ul style="list-style-type: none"> ■ Collective bargaining undermined by trend to outsourcing and casualization of labour ■ Multi-employer agreements often applied to only "core" workers or local workers ■ In many developing countries collective agreements generally apply to a small and declining proportion of the workforce 	<ul style="list-style-type: none"> ■ Construction industry in the twenty-first century: Its image, employment prospects and skill requirements (2001)

Education

Global trends and issues

The international campaign to achieve Education for All (EFA) targets in all countries by 2015, including improving quality in educational outcomes, remains the world's top education agenda item. However, EFA global monitoring reports show that while progress is being made, most targets for 2015 are unlikely to be met. Chronic overall or subject/geographic-specific teacher shortages remain a major obstacle to access and quality in poor and some richer countries. Additional pressures on teacher numbers and quality are created by demographic changes, enrolment increases, the impact of HIV/AIDS and relative stagnation of salaries, working conditions, perceived status of teachers, and teaching roles and responsibilities. Lifelong learning strategies continue to advance slowly, but ICT use in education is increasing substantially, despite infrastructure obstacles in developing countries. As globalization spreads, so does the importance of quality education and training outcomes for social cohesion, human capital formation and employability, especially among youth and to eliminate child labour.

Main issues for the ILO	Specific data	
<p>Achievement of EFA targets:</p> <ul style="list-style-type: none"> ■ Achievement of EFA targets, including financing, enrolments and quality ■ Advances in lifelong learning systems and effective application of ICT ■ Recruitment, retention and balanced deployment of sufficient numbers of qualified teachers ■ Professional-standard initial teacher education and lifelong professional development ■ Teacher salary levels comparable to equivalent professional jobs ■ Workplace strategy and tools to reduce impact of HIV/AIDS ■ Gender imbalances in teacher recruitment and management positions ■ Quality teaching and child-centred learning environments; adequate infrastructure/materials; teaching and overall hours of work; appropriate class sizes; changed teacher roles and responsibilities ■ Setting and maintaining high professional standards for teachers, including codes of ethics ■ Strengthening social dialogue mechanisms between education authorities and teachers' organizations and other stakeholders information, consultation, collective bargaining 	<p>Share of GDP: Expenditure on education in OECD countries: 5.5 per cent. Non-OECD: 1-11 per cent (average 4.2 per cent)</p> <p>Employment: Over 60 million in formal education (estimated, late 1990s); around 3 per cent of formal labour force in most countries; non-formal educators not known</p> <p>Gender: Higher percentages of women are teachers in more developed and transition countries and at lower levels of education. Regions with the lowest percentage are sub-Saharan Africa, Arab States and South Asia. With regional exceptions: 50-100 per cent female in pre-primary; 35-90 per cent in primary; 30-70 per cent in secondary; 10-55 per cent in tertiary</p> <p>Organization: Education sector unions often represent the largest single group of organized public sector employees. Membership in affiliates of the three principal international teachers' organizations is about 30 million (40-50 per cent of formal sector teachers)</p> <p>Safety and health: Teachers are especially susceptible to physical illnesses as a result of their jobs. Largest single health and safety issue is stress and burnout. 25-33 per cent of all teachers suffer high levels of stress. Psychological and physical violence have increased in recent years; estimates of teachers affected range from 2 to 6 per cent in several countries</p>	
ILO instruments	Social dialogue	Most recent sectoral/related meeting
<ul style="list-style-type: none"> ■ ILO/UNESCO Recommendation concerning the status of teachers, 1966 ■ UNESCO Recommendation concerning the status of higher-education teaching personnel, 1997 	<ul style="list-style-type: none"> ■ Social dialogue is relatively important and institutions well developed in most European, North American and some South American countries. Elsewhere they are weak or non-existent 	<ul style="list-style-type: none"> ■ Eighth Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (2003)

Financial services, professional services

Global trends and issues

Rapid deployment of information technology and the liberalization of capital flows have led to tremendous growth in international transactions and the interpenetration of banking operations across borders. Competition has also led to greater awareness of costs and of the productivity gains to be realized from a reorganization of work. Extensive worldwide restructuring means that services are increasingly outsourced from different countries. Over the next few years, significant numbers of banking positions could migrate offshore.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Impact of restructuring ■ Deregulation, liberalization and market integration ■ The growing trend in global sourcing in financial services ■ Effects of new technologies on employment, nature of work and work organization ■ Training and human resource development and management ■ The role of social dialogue in the context of restructuring 	<p>Countries of importance: All the developed market economy countries, other developed countries and major emerging economies</p> <p>Share of GDP: Varies considerably. In the United States, financial services contribute about 17.5 per cent to GDP</p> <p>Employment: About 3 million; on the decline, especially in industrialized countries. The growth of global sourcing, especially outsourcing, implies that many functions currently performed by financial services institutions, will increasingly shift – with the corresponding jobs – to non-financial sector service providers within and across national borders</p> <p>Gender: During the 1970s and early 1980s, the finance sector was an important source of women's employment everywhere. Competition, the increased introduction of labour-saving information technologies, and the shift from traditional finance jobs to sales and customer service meant that women's jobs were considerably affected, particularly in areas with a high proportion of female employees, such as administration and branch operations</p> <p>Organization: Financial services are among the least unionized industries in many countries, and outsourcing is likely to accentuate this</p> <p>Safety and health: The incidence of work-related stress is increasing</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) (30 ratifications) ■ Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) (62) ■ Hygiene (Commerce and Offices) Convention, 1964 (No. 120) (49) 	<ul style="list-style-type: none"> ■ Prevalence of collective bargaining institutions and mechanisms ■ Accelerating pace of structural change in financial services – its impact on relations between employers and workers, and on social dialogue, including collective bargaining ■ Social dialogue and collective bargaining vary considerably among countries 	<ul style="list-style-type: none"> ■ Social dialogue on global sourcing in financial services for selected countries from Asia and the Pacific and the United Kingdom (New Delhi, 2005)

Food, drink, tobacco

Global issues

Vertical integration, governance of global food chains and generation of more added value, especially for developing countries and countries in transition, all pose challenges to the social partners. Public authorities also need to review policies and safeguard the industry against public health risks and loss of consumer confidence, which inevitably entail job losses with accompanying social and labour costs. It is therefore a priority to establish mechanisms to develop social dialogue with a view to promoting decent work in the food and drink processing sector and also along the supply chain.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Global supply chains ■ Corporate social responsibility ■ Lack of added value in poorer countries ■ Access to information technology ■ Mergers and acquisitions ■ Relocation ■ Fair trade practices; ethical trade initiatives ■ Rapid informalization in poorer countries ■ Food safety crises, litigation, biotechnology, consumer preferences and image of the sector ■ Lack of policy coherence with regard to health and employment issues ■ Working conditions and earnings of vulnerable groups ■ The role of the sector within the framework of sustainable development and MDGs 	<p><i>Countries of importance:</i></p> <p><i>Tobacco:</i></p> <p>Leading producers of cigarettes: Brazil, China, Germany, India, Indonesia, Japan, Republic of Korea, Russian Federation, Turkey, United Kingdom and United States</p> <p>Leading tobacco-producing countries: Brazil, China, India, Indonesia, United States and Zimbabwe</p> <p>Over 40 million workers in 14 major tobacco-producing countries</p> <p><i>Employment (2003-04):</i> Over 17 million in the food, drink and tobacco sector, representing about 15 per cent of total manufacturing workforce, plus millions more in the informal economy</p> <p>1.2 million in tobacco manufacturing; steady decline in industrialized countries</p> <p><i>Gender:</i> Women workers constitute approximately 21 per cent of total, with either stability or steady increases over the last decade, especially in transition countries. Predominance of women (as well as children) in tobacco manufacturing, leaf growing and processing. Women workers predominate in bidi production in India and kretek in Indonesia</p> <p><i>Child labour:</i> Significant, both in growing and processing (in both developing and some transition countries). Common in bidi (tobacco sector) production. Extent not measured</p> <p>Other vulnerable groups employed in sub-standard conditions: migrant workers, ethnic and religious minorities</p> <p><i>Organization:</i> Two million according to the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Home Work Convention, 1996 (No. 177) (4 ratifications) ■ Worst Forms of Child Labour Convention, 1999 (No. 182) (157) ■ Safety and Health in Agriculture Convention, 2001 (No. 184) (7) ■ The Framework Convention on Tobacco Control, adopted by the World Health Assembly (2003) 	<ul style="list-style-type: none"> ■ International framework agreements between global union federation and Danone and Del Monte Fresh Produce recognize the right of workers employed by the companies and subsidiaries to join unions of their choice ■ Capacity building for social partners required to enable them to engage effectively in social dialogue 	<ul style="list-style-type: none"> ■ The future of employment in the tobacco sector (2003)

Forestry, wood, pulp and paper

Global trends and issues

Many countries, especially in the Asia region, have developed or are developing national codes of best practice in forestry. During the XII World Forestry Congress in 2003, considerable attention was paid to social issues which have hitherto gone unnoticed in forestry circles. Social justice and benefits for forest workers are key areas for intervention. Improved institutions and procedures for participation of the social partners in decision-making are also important, as is participation of different stakeholders.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Falling or stagnating employment in practically all industrialized countries, despite substantial growth in production ■ Impact of globalization ■ Forest certification 	<p><i>Countries of importance: Major exporters of forest products:</i> Canada, Finland, Germany, Indonesia, Sweden and United States</p> <p><i>Major importers:</i> France, Germany, Italy, Japan, United Kingdom and United States</p> <p>Some large producers/exporters of solid wood products do not produce much timber themselves, e.g. Germany, Italy, Japan, Republic of Korea and Taiwan (China)</p> <p>Pulp and paper industries account for 2-3.5 per cent of GDP in countries like Brazil, Canada and Sweden</p> <p><i>Share of GDP:</i> Forestry accounted for about 0.4 per cent of world GDP in 1991. The contribution of wood industries alone to GNP varies from less than 1 per cent to over 20 per cent</p> <p><i>Employment:</i> Total forest-based employment (including primary extractive and secondary manufacturing) is about 47 million full-time workers. Only about 17 million are in the formal sector</p> <p><i>Gender:</i> Almost no gender-specific data. Women in forestry tend to be in low-status, low-paid work. Equality of treatment is an important issue</p> <p><i>Organization:</i> Trade unions rare in forestry. Dispersed workforce, geographically mobile, sometimes seasonal. The number of unionized workers (e.g. in larger enterprises) is falling steadily. In the formal wood industries subsector, levels of organization are usually in line with those in other manufacturing industries. The pulp sector, with its large units, is highly organized both among workers and employers. Less true for paper</p> <p><i>Child labour:</i> Child labour in industrial logging and charcoal making has been reported in Brazil</p> <p><i>Safety and health:</i> Forestry, in particular logging, is one of the most dangerous occupations in almost all countries. While there are signs of decreasing accident levels, in some instances the safety and health situation has deteriorated, as in Central and Eastern European countries</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none">■ Code of practice on safety and health in forestry work (1988)■ Guidelines for labour inspection in forestry (2005)	<ul style="list-style-type: none">■ Institutions of social dialogue and the organizations involved often weak■ Unionization rates are low■ The trend towards outsourcing has complicated organization and the establishment of social dialogue■ Absence of women in local networks, associations and trade unions	<ul style="list-style-type: none">■ Meeting of Experts to Develop Guidelines for Labour Inspection in Forestry (2005)

Health services

Global trends and issues

Health services are important to all member States and figure prominently in the Millennium Development Goal priorities. Inefficiencies in allocating human, material and financial resources affect health systems in many countries, leading governments to rethink basic premises of health care systems. Demographic and epidemiological conditions are expected to lead to increased demands on health services, and therefore employment growth. However, increasing costs of health care services, structural adjustment policies and cost-containment measures are likely to impact negatively on employment, working conditions and career prospects of health personnel. These factors influence recruitment and retention of skilled staff, as well as the quality of services provided. Increased migration of skilled staff, especially doctors and nurses, has resulted in shortages in many developing countries.

Main issues for the ILO	Specific data	
<ul style="list-style-type: none"> ■ Employment and training ■ Shortages and migration of skilled personnel ■ Working conditions ■ Safety and health, especially violence ■ Impact of HIV/AIDS on trained staff ■ Social dialogue 	<p><i>Countries of importance:</i> Health services important and present in all ILO member States</p> <p><i>Share of GDP:</i> Developed countries: 8.4 per cent of GDP. Many developing countries spend less than 1 per cent of GNP on health</p> <p><i>Employment:</i> 100 million worldwide and increasing (24 million physicians, nurses and midwives)</p> <p><i>Gender:</i> Workforce is mostly female. Women tend to predominate at the bottom of the hierarchy in terms of authority, remuneration and qualifications despite legally accorded equal treatment. Women health workers more likely to be victims of sexual discrimination and violence</p> <p><i>Safety and health:</i> A large number of special hazards and risks, including HIV/AIDS; violence at work a specific and growing hazard</p>	
ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Nursing Personnel Convention, 1977 (No. 149) (37 ratifications) ■ Medical Care Recommendation, 1944 (No. 69) 	<ul style="list-style-type: none"> ■ Not well established. The ILO has developed a guidance tool and a practitioner's handbook, and has organized pilot national workshops on social dialogue in health services 	<ul style="list-style-type: none"> ■ Tripartite Meeting of Experts to Develop Joint ILO/WHO Guidelines on Health Services and HIV/AIDS (2005)

Hotels, catering, tourism

Global trends and issues

The hotels, catering, tourism (HCT) sector benefited from high growth rates globally during the 1990s in both international and domestic travel and tourism. Between 2001 and 2003, a marked crisis weakened the HCT sector almost everywhere. Recovery was hesitant in 2004 but satisfactory in 2005 in most countries. However, employment in the sector is stagnating or shrinking, partly due to rapid increases in productivity. Employers are calling for facilitating labour migration in the sector.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Consolidation of enterprises ■ Challenges to SMEs, such as increased competition, IT and productivity ■ Training, new skills (personality related skills and multiskilling), portable skills and teamwork are required ■ High labour turnover ■ Jobs accessible to vulnerable groups (women seeking part-time work, younger workers, migrants) ■ Decent work deficits ■ Employment potential of sector underutilized hence calls for easier migration of labour 	<p>Share of GDP and employment: 3 per cent, but over 10 per cent in some developing countries. Developing countries benefit particularly from international tourism which globally represents over 7 per cent of all exports</p> <p>Gender: Up to 60 per cent of the labour force are women. More often found in low-skill and low-paid jobs. Difficult working conditions, strenuous work and unsocial, as well as varying working hours. Women often accept part-time employment, despite their need for more income</p> <p>Child labour: Found mainly in the informal tourism economy but also in family-based SMEs. Children exposed to a high risk of abuse, including sexual abuse</p> <p>Organization: About 10 per cent of HCT workers are affiliated to trade unions in industrialized countries. In most developing countries, trade unions are active in only a few larger enterprises</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) (13 ratifications) 	<ul style="list-style-type: none"> ■ Some national sectoral social dialogue institutions exist. Otherwise, social dialogue is limited to the enterprise level and to large enterprises ■ Workers and employers in SMEs are little involved in spite of their predominance 	<ul style="list-style-type: none"> ■ Regional meeting for Asia (2003)

Mechanical and electrical engineering

Global trends and issues

The WTO has estimated that computers, semiconductors and components account for 70 per cent of world trade in office and telecommunications equipment. Worldwide semiconductor sales are expected to set a new record, reaching US\$235 billion in 2005. Production of nano chips can hardly keep up with demand. This growth is spurred by demand for new products such as: flash memory cards, iPods, MP3 players and digital TVs and cameras. While much production is still concentrated in industrialized countries, in the past few years Asian suppliers or original equipment manufacturers, have bought all or part of brand name companies they previously supplied (e.g. makers of Thomson and Philips TVs, IBM PCs and Siemens mobile phones). Increasingly, manufacturers of domestic appliances are moving out of high-cost countries to newer plants located in the transition economies of Eastern Europe.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Employability. Volatile markets, technological innovations that demand regular retraining bring employability to prominence ■ Concern about freedom of association and collective bargaining in export processing zones 	<p>Countries of importance: Machine tool production is concentrated in Germany, Japan and United States, with the top ten countries accounting for 90 per cent of world production</p> <p>Ten countries produce over 80 per cent of the world's ICT equipment, mainly Japan and the United States. Significant contribution from Republic of Korea, Malaysia, Singapore and Taiwan (China). 85 per cent of the world exports of OTE come from 15 countries; developing countries account for almost half</p> <p>Importance of the sector: Of the <i>Financial Times</i> Global 500 list of companies, 75 are in the electronics sector</p> <p>Export performance: Office and telecom equipment account for about 13 per cent of world merchandise exports. Machinery and transport equipment (other than automobiles) accounts for another 17 per cent. Automobiles and components (many of which are electronic) account for another 10 per cent of world exports</p> <p>Gender: A large part of the workforce employed in electronics assembly is female</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ No sectoral standards 	<ul style="list-style-type: none"> ■ The global union federation, IMF, has signed international framework agreements with several companies in the sector that call for respect for ILO core Conventions and encourage the suppliers to the companies to do the same ■ Global e-Sustainability Initiative (GeSI) 	<ul style="list-style-type: none"> ■ Lifelong learning (2002)

Media, culture, graphical

Global trends and issues

There have been major shifts in the composition of employment across the sector as a result of technological change – including growth in some areas and occupations, some relocation of work to other countries or sectors, and cutbacks in employment in specific segments and occupations. The core industries that make up the media, culture, graphical sector include motion pictures, recording, book, journal, newspaper and computer software publishing, music and theatre, photography, commercial art and display, broadcasting, printing, electronic media and professional sports. The boundaries of the sector are unclear, with some areas overlapping with other sectors. For example, cinemas, theme parks, museums, galleries, sports venues and circuses could be included, but might overlap with the commerce and hotel, catering and tourism sectors. Multimedia convergence has led to further blurring of the boundaries.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Impact of ICT on employment, nature of work, contractual status, social dialogue ■ Concentration of ownership in media and entertainment ■ Increased use of freelance, short-term, precarious or casual employment ■ Low coverage by social protection schemes (especially unemployment, health, retirement) ■ Disagreement over intellectual property rights of performers and writers ■ Copyright piracy, peer-to-peer distribution of media products have an impact on employment, revenues ■ Freedom of expression ■ Cultural diversity ■ Low level of social dialogue ■ Weak trade union organization ■ Violence and stress – journalists and performers ■ Child labour 	<p>Countries of importance: Leading countries in various subsectors include Australia, Brazil, Canada, China, Egypt, France, Germany, India, Italy, Japan, Nigeria, Russian Federation, South Africa, Spain, United Kingdom and United States</p> <p>Share of GDP: Global value of the sector estimated at around \$900 billion in 2000 (about 2.9 per cent of GDP) and \$1.4 trillion in 2005.</p> <p>Employment (by profession): Estimates of total workforce:</p> <ul style="list-style-type: none"> – Journalists: 3 million – Graphical: 7 million – Musicians: 6 million – Actors and dancers: 6 million – Producers, technicians, writers, etc. (media and entertainment): 4 million <p>Gender: Over 50 per cent of the workforce is female, with few women in decision-making positions</p> <p>Organization: Over 2 million affiliated to five global union federations</p>

ILO instruments	Social dialogue	Recent sectoral meetings
<ul style="list-style-type: none"> ■ ILO/UNESCO/WIPO International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations, Rome (1961) (82 ratifications) 	<ul style="list-style-type: none"> ■ Prevalence of collective bargaining institutions and mechanisms ■ General weakening of collective bargaining and of collective agreements worldwide in the past 15-20 years 	<ul style="list-style-type: none"> ■ Nineteenth Ordinary Session of the Intergovernmental Committee of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961) (2005) ■ Tripartite Meeting on the Future of Work and Quality in the Information Society: The Media, Culture, Graphical Sector (2004)

Mining (coal, other mining)

Global trends and issues

All countries have some kind of mining operation, if only quarrying for building materials. But the number of “major” mining countries is relatively small. Some 50 countries produce significant amounts of coal but 88 per cent of world production comes from only ten, four of them in developing countries. For other traded minerals, the number of major producing countries is rather less, typically 15-20, with the top five accounting for 50-80 per cent of world output of a wide range of metallic and non-metallic minerals.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Competition. Competitiveness includes flexible working, contract labour and a highly skilled workforce ■ Environmental and sustainable development issues ■ Safety and health, employment, conditions of work, child labour, multinational enterprises, indigenous peoples, poverty reduction, sustainable communities, HIV/AIDS 	<p>Share of GDP: 1-11 per cent in 40 developing countries with a significant mining sector. In one country it is over 30 per cent</p> <p>In most industrialized countries, a modest (around 1 per cent) contribution. Export of minerals is often the main source of foreign exchange for developing countries, often exceeding 50 per cent</p> <p>Employment: Mining accounts for less than 0.5 per cent of the global workforce</p> <p>Total workforce: About 11 million. Over 3 million formal sector jobs lost in 1995-2000</p> <p>Over 13 million people engaged in artisanal/small-scale mining (ASM). But over 200 million depend on all forms of mining for their livelihood</p> <p>Gender: Formal mining industry male-dominated</p> <p>Proportion of women workers typically below 10 per cent, with little change in the last ten years. In ASM, however, the proportion of women workers is much higher, sometimes over half</p> <p>Organization: Mining unions traditionally very strong. The number of new mines that are not organized seems to be increasing. ASM is rarely organized at all, except sometimes as cooperatives</p> <p>Child labour: Widespread in ASM. In 2003, the ILO launched a “call to action” to eliminate child labour in ASM by 2015</p> <p>Safety and health: A dangerous industry accounting for 3-4 per cent of all fatal accidents at work (some 11,000 a year); a steady improvement over the last ten years. Other accidents and diseases are more difficult to measure, but they are at high levels compared with other industries. Deaths from diseases, particularly lung diseases, exceed workplace deaths in some countries</p>

Relevant ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none">■ Safety and Health in Mines Convention, 1995 (No. 176) (20 ratifications)	<ul style="list-style-type: none">■ Collective bargaining is strong, reflecting the high level of unionization	<ul style="list-style-type: none">■ Safety and health in coal mines (2006)
<ul style="list-style-type: none">■ Two codes of practice and a handbook cover safety and health in coal mines and large and small-surface mines respectively. The handbook is available in 13 languages	<ul style="list-style-type: none">■ The global union federation is creating global networks of workers in different countries who work for the same MNE, and is developing framework agreements with MNEs	
<ul style="list-style-type: none">■ A new code of practice on safety and health in coal mines will be developed in 2006	<ul style="list-style-type: none">■ International employers' and workers' organizations are collaborating with the ILO to improve coal mine OSH in China	

Oil and gas production, oil refining

Global trends and issues

Structural change, mergers and consolidation have resulted in creating a few gigantic multinational companies that dominate the world oil and gas market. Uncertainty in those markets and lower profits led enterprises to divest and spin off non-core businesses, whereas contract and subcontract work is increasing. At the same time, state-owned oil and gas companies have experienced privatization and deregulation, particularly in countries in transition. Oil and gas extraction often takes place in harsh, remote or environmentally sensitive areas where it is difficult to work and live.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Employment security ■ Outsourcing ■ Worker protection ■ Work organization ■ Health and safety ■ Contract and agency work ■ Improving social conditions of indigenous people in production regions 	<p><i>Countries of importance:</i> About 60 major oil and gas producing countries in all regions</p> <p><i>Share of GDP:</i> In Canada, the oil and gas sector represents about 2.2 per cent of GDP. In the United Kingdom oil and gas extraction accounted for 1.7 per cent of GDP</p> <p><i>Employment:</i> Oil and gas extraction and petroleum refining are estimated to employ about 4.1 million people in 2004</p> <p><i>Gender:</i> Less than 10 per cent of the workforce is female</p> <p><i>Organization:</i> Relatively high in refining; low in production</p> <p><i>Safety and health:</i> About 120 deaths were reported in 2004, according to the International Association of Oil and Gas Producers</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Chemicals Convention, 1990 (No. 170) (12 ratifications) ■ Prevention of Major Industrial Accidents Convention, 1993 (No. 174) (11) 	<ul style="list-style-type: none"> ■ Decline in trade union membership ■ Framework agreements signed at STATOIL (1998), ENI (2002) and Lukoil (2004) ■ Governments of the United States and the United Kingdom adopted voluntary principles on security and human rights in the oil, gas and mining industries (2000) ■ Most oil and gas MNEs have adopted codes of conduct or corporate social responsibility policies 	<ul style="list-style-type: none"> ■ Promoting good industrial relations in oil and gas and oil refining (2002)

Postal and other communications services

Global trends and issues

Current trends indicate a relatively steady decline in employment in the postal sector over the next ten years. Substantial fluctuation is expected in employment in telecom in response to cyclical changes relating to market conditions, technology and new services.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Impact of ICTs ■ Privatization, deregulation, liberalization ■ Increased use of short-term, precarious or casual employment ■ Outsourcing ■ Low level of social dialogue in telecom ■ Weak trade union organization in telecom ■ Call centre workers ■ Lifelong learning 	<p>Countries of importance: Leading countries in various subsectors include Australia, Brazil, Canada, China, Egypt, France, Germany, India, Japan, Netherlands, South Africa, Spain, United Kingdom and United States</p> <p>Share of GDP: The revenues of telecommunications services at the global level were around \$1,370 billion in 2003, equivalent to around 4 per cent of the world's GDP</p> <p>Employment (by profession):</p> <p><i>Postal services:</i> Total workforce about 5.25 million (2004) – one-third women and 25 per cent part time (estimate); estimate of 6 million postal workers overall (including private and informal services, and part of courier services)</p> <p><i>Telecom services:</i> Total workforce about 6 million, 20 per cent women</p> <p>Gender: Women make up about 30 per cent of the workforce, but few are in decision-making positions</p> <p>Organization: About 4.5 million affiliated to two global union federations</p> <p>Child labour: Informal sector postal services believed to use child labour</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ No sectoral standards 	<ul style="list-style-type: none"> ■ Prevalence of collective bargaining institutions and mechanisms ■ General weakening of collective bargaining and of collective agreements worldwide in the past 10-15 years, with process of separation of post and telecom services, privatization of the latter and liberalization of the former 	<ul style="list-style-type: none"> ■ ILO/UPU regional seminar on social dialogue in the postal industry in Latin America, in cooperation with UNI-Postal (Peru, 2003)

Public service

Global trends and issues

Public services are under growing pressure to reform and improve efficiency and effectiveness as most governments are forced to reduce public deficits. Under intensifying global competition that is affecting all economic sectors, reforms are being implemented to reduce the role of the State in public services. These have led to decentralization, privatization and outsourcing of services, resulting in declining employment and reduced employment security in the sector.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Effects of reforms. Mixed results in many countries ■ Impact of reforms ■ Inadequate human resource management to keep up with changing technology and work organization ■ Insufficient training and retraining in view of changing responsibilities and work environment requiring multiskilling ■ Lack of well-functioning social dialogue mechanisms in many countries ■ Measures against violence in the workplace and to improve safety and health, especially in public emergency services 	<p>Countries of importance: Linked to population: 33 per cent of formal workforce in transition countries, 24 per cent in industrialized countries, 19 per cent in developing countries</p> <p>Employment: About 260 million people in public administration, out of a total of around 435 million in public service</p> <p>Gender: Women account for a higher proportion of the workforce in public services than in total employment. In industrialized and transition economies, women make up about 54 per cent of the public services' workforce. In developing countries, their share is about 43 per cent. However, they tend to occupy low-skilled and low-paid positions</p> <p>Organization: Public service workers are generally more highly organized than workers in other sectors, although in many countries they do not have full workers' rights as guaranteed in Conventions Nos. 87 and 98. Between 20 and 85 per cent of workers in a range of countries are organized</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Labour Relations (Public Service) Convention, 1978 (No. 151) (43 ratifications) and its accompanying Recommendation (No. 159) 	<ul style="list-style-type: none"> ■ In several countries collective bargaining institutions and mechanisms in the public service are well established and functioning ■ A large number of ILO member States impose restrictions on the right to social dialogue in the public service. In many cases, workers' freedom of association, right to strike and bargain collectively are restricted 	<ul style="list-style-type: none"> ■ Social dialogue in public emergency services in a changing environment (2003)

Shipping, ports, fishing, inland waterways

Shipping

Global trends and issues

As a globalized activity, shipping offers conditions of employment that depend on the market. Working and living conditions, as well as safety and health on board, have to be regulated at the international level, to ensure a level playing field. The specificity of shipping is such that the control of the implementation of international instruments by member States that have ratified them cannot only be performed through the usual reporting systems. This is why port state control (PSC) structures have been developed, and why modern instruments have to be easily applicable and controllable through PSC operations.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Protection of seafarers. All aspects of conditions of work and life, including abandonment and piracy ■ Respect for basic conditions of employment and conditions of work on board ■ Enforcement of all relevant minimum standards 	<p>Share of GDP: Varies from country to country; usually small. For some flag of convenience countries, may account for a significant share</p> <p>Employment: Total workforce about 1.2 million seafarers. In so-called traditional maritime countries, stabilization after years of decline. Countries with larger fleets (except Greece) are not, by far, the largest employers of national seafarers. Most maritime manpower is provided by a relatively limited number of nations, such as India, the Philippines and Turkey, and countries from the former CIS</p> <p>Gender: There has been a steady increase in the number of women employed. The overwhelming majority are employed on passenger ships, mainly in hotel and catering departments. Few women in higher positions</p> <p>Organization: Traditionally, strong maritime unions, but their numbers have dwindled with the disappearance of national seafarers. A well-organized profession, about 650,000 seafarers are affiliated to the International Transport Workers' Federation</p> <p>Child labour: Only seen in unorganized coastal shipping in some parts of the world</p> <p>Safety and health: A major corpus of regulations in this respect. They are largely implemented and well controlled. In spite of this, shipping is still a dangerous activity</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Maritime labour standards are in the process of consolidation in 2006 	<ul style="list-style-type: none"> ■ Collective bargaining and social dialogue at national level widespread in many maritime countries. However, frequently non-existent with regard to open or international registries ■ International social dialogue very active 	<ul style="list-style-type: none"> ■ Several meetings of a high-level tripartite working group on maritime labour standards and of its subcommittee to prepare for the Maritime Session of the International Labour Conference (2006)

Fishing

Global trends and issues

About 45 per cent of the total fish catch is taken by small-scale fisheries and the remainder from industrial fisheries. Marine capture fisheries had an estimated first sale value of \$78 billion in 2002. Overcapacity is a major issue in the global fishing sector and efforts to reduce it have a direct impact on employment. Because of the dependence of many coastal communities on fishing for food, income and employment, the depletion of fish stocks will have a very serious impact on them. The Food and Agriculture Organization (FAO) and the International Maritime Organization (IMO) have leading roles in efforts to improve fisheries management, safety of fishing vessels and training of fishers. The ILO is working closely with FAO, IMO and others on all aspects of conditions of work in fisheries.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Extent of small-scale and artisanal fishing. Special problems may require special measures ■ Work on vessels registered in states other than the fisher's state of nationality or domicile ■ Safety and health ■ Many fishers live on board vessels for extended periods of time ■ Employment – employment relationship, seasonal work, reduced capacity ■ Lack of social dialogue ■ Exclusion from laws and regulations protecting other workers 	<p>Countries of importance: The top ten marine and inland fisheries producers are: China, Chile, Japan, India, Indonesia, Norway, Peru, Russian Federation, Thailand and United States. Many developing countries have significant populations of fishers (China, Senegal and Viet Nam)</p> <p>Employment: Over 15 million full-time fishers. About 21 million on a part-time or occasional basis. Vast majority employed in small-scale and artisanal fisheries. About 90 per cent work on small vessels</p> <p>Gender: Vast majority of fishers are male. Women, particularly in developing countries, have a major role in the processing and selling of fish products</p> <p>Organization: Among the least unionized sectors in many countries</p> <p>Child labour: Prevalent in many countries.</p> <p>Safety and health: The fatality rate in fishing is among the highest of any occupation</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Five Conventions and two Recommendations for the fishing sector addressing minimum age, medical examination, articles of agreement, accommodation, competency certificates, hours of work and vocational training. These are being consolidated into a comprehensive fishing standard for discussion in 2007 ■ Certain standards for seafarers are also applicable 	<ul style="list-style-type: none"> ■ Limited social dialogue in many countries. Relatively few are members of trade unions. Urgent need to improve social dialogue 	<ul style="list-style-type: none"> ■ Labour standards for the fishing sector (2004, 2005)

Ports

Global trends and issues

The concentration of container handling capacity in fewer global terminal operators has continued. Institutional changes in the port sector increased private sector participation in port development, management and operations. Some have led to job losses, but others to new jobs, most of which involved improved performance mainly through increased productivity and multiskilling. Failures were largely due to a lack of preparation before restructuring. The proposed EU directive on market access to port services, which under certain circumstances would allow self-handling of cargo in ports by crew members, aroused protest. Security measures in ports are an issue which requires close collaboration between the social partners and all other stakeholders in the port industry at the global level.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Structural adjustment and privatization ■ Training and retraining ■ Security, safety and health in ports ■ Environmental protection ■ Ports and the transport chain 	<p>Countries of importance: All countries with ports, particularly: Australia, Belgium, Brazil, Canada, China, France, Germany, Italy, Japan, Republic of Korea, Malaysia, Netherlands, Russian Federation, Spain, United Arab Emirates, United Kingdom and United States</p> <p>Employment: Estimated 2.5 million engaged in cargo handling operations. Related employment about 5.5 million. Employment shrinking due to technological and other efficiency improvements</p> <p>Organization: Cargo-handling workers on ships, in terminals and warehouses and workers involved in mooring/berthing operations highly organized, usually at a much higher level than national averages (60 per cent to 100 per cent, depending on the country and port). Unionization levels for workers employed by other service providers and in some cases office workers are usually below the national average</p> <p>Gender: Women workers account for less than 2 per cent of the cargo handling workforce. The overall proportion of women workers in ports is estimated to be around 13 per cent, mostly in office work</p> <p>Safety and health: Sophisticated cargo handling equipment and methods have eliminated much manual work in ports, with significant improvements for safety and health. However, port work retains a high accident rate</p>

Relevant ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Dock Work Convention, 1973 (No. 137) (25 ratifications) ■ Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) (25) ■ Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27) (65) ■ Code of practice on security in ports (2004) ■ Code of practice on safety and health in ports (2004) 	<ul style="list-style-type: none"> ■ Generally in connection with salaries/wages and working conditions, but less so for other issues, such as port reforms and privatizations. There is a need for capacity building for social dialogue, particularly in developing countries and countries in transition 	<ul style="list-style-type: none"> ■ Security, safety and health in ports (2003)

Textiles, clothing, footwear

Global trends and issues

These are among the most globalized industries, and their distribution of production, trade and employment has changed dramatically over recent years. Asia, and especially China, dominates world textiles and clothing production. The textiles and clothing industries alone provide employment for more than 40 million people, primarily in developing countries, and generate US\$350 billion in merchandise exports. The elimination of quantitative import restrictions under the WTO Agreement on Textiles and Clothing, at the end of 2004, started the demise of a complex trade regime built over decades. This will have huge economic and social implications for all the actors – governments, enterprises and workers – involved in the global supply chain. A first attempt to analyse the socio-economic impact of the quota phase-out was made during the Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a Post-MFA Environment (November 2005).

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Phasing out of the Agreement on Textiles and Clothing since January 2005 has affected the most vulnerable countries that depended heavily on quotas, and the ILO has been given a mandate to promote fair globalization in the post-MFA (Multifibre Arrangement) environment 	<p><i>Employment:</i> More than 40 million workers are employed in the formal sector</p>
<ul style="list-style-type: none"> ■ Growing importance of developing countries as suppliers to world markets 	<p><i>Child labour:</i> Many children continue to work in the TCF industries, particularly under subcontracting arrangements in the informal sector and with homeworkers</p>
<ul style="list-style-type: none"> ■ Niche markets/high value added in some industrialized countries – viable despite competition 	<p><i>Gender:</i> High proportion of women workers. Women are increasingly taking up supervisory and managerial posts at all levels</p>
<ul style="list-style-type: none"> ■ Flexibility in employment 	
<ul style="list-style-type: none"> ■ Subcontracting 	
<ul style="list-style-type: none"> ■ Social responsibility as a new criterion of competitiveness 	
<ul style="list-style-type: none"> ■ Trade union rights in EPZs 	
<ul style="list-style-type: none"> ■ Strengthening social dialogue in developing and transition countries 	
<ul style="list-style-type: none"> ■ High proportion of unskilled jobs 	
<ul style="list-style-type: none"> ■ High proportion of women, migrants and homeworkers 	
<ul style="list-style-type: none"> ■ Child labour 	
<ul style="list-style-type: none"> ■ Forced labour and debt bondage in some countries 	

ILO instruments	Social dialogue	Most recent sectoral meeting
No sector-specific standards	<ul style="list-style-type: none"> <li data-bbox="600 226 986 427">■ In developed countries, appropriate frameworks guarantee implementation of fundamental human rights at work. Social dialogue functions, but social partners weakened by increased international competition <li data-bbox="600 450 986 618">■ Restructuring policies in Central and Eastern Europe have enabled them to take part in globalization but have negatively affected trade union structures and collective bargaining practices <li data-bbox="600 640 986 752">■ Absence of representative employers' associations a major obstacle in many developing countries <li data-bbox="600 775 986 887">■ Legal or practical obstacles to the exercise of trade union rights, especially in export processing zones <li data-bbox="600 909 986 1111">■ In some developing countries, genuine social dialogue has been established and collective bargaining functions. However, international competition exerts constant pressure on the social partners, limiting potential for any significant progress <li data-bbox="600 1133 986 1319">■ Globalization increases pressure for social responsibility. A proliferation of voluntary initiatives places this group of industries among the most advanced but also the most open to criticism in the area of social accountability 	<ul style="list-style-type: none"> <li data-bbox="1007 226 1386 309">■ Promoting fair globalization in textiles and clothing in a post-MFA environment (2005)

Transport (including civil aviation, railways, road transport)

Civil aviation

Global trends and issues

Civil aviation accounts for more than 4.5 per cent of world economic output, but air transport is highly sensitive to external factors. It experienced a severe crisis from 2001 to 2003. Additional security costs and a highly competitive environment created by low-cost airlines are putting pressure on profits. The civil aviation industry is highly concentrated. Four airline alliances control 60 per cent of the world market, two airline caterers 60 per cent of the world market, two ground handlers almost all EU ground handling operations. Three tour operators hold 60 per cent of the EU market.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Restructuring. Considerable impact on employment, social practices and aviation safety ■ Violence and stress ■ Safety, health and security. Noise, weather conditions, heavy machinery, flight safety, terrorism, check-in counters not in line with ergonomic principles, poor air quality in aircraft ■ Training, especially for workers in developing countries in the field of air traffic management ■ HIV/AIDS ■ Gender discrimination 	<p>Countries of importance: The United States (about 40 per cent of worldwide civil aviation activity), Australia, China, Ethiopia, France, Germany, India, Japan, Kenya, Republic of Korea, Netherlands, Russian Federation, Singapore, South Africa and United Kingdom</p> <p>Total workforce: Estimated 2.3 million workers work with air carriers, and other commercial operators and their affiliates. Further direct employment at airports and in air navigation services accounts for another 1.9 million jobs</p> <p>Organization: Industrialized countries over 60 per cent. Less in others but always higher than the national average</p> <p>Gender: Women make up about 52 per cent of the workforce</p> <p>Child labour: Not known to exist</p> <p>Safety and health: Incidence of work-related illnesses (such as musculoskeletal injuries) relatively high. Aviation medicine issues constantly being addressed, e.g. SARS, travellers' thrombosis, noise. Flight safety levels are showing some improvement</p>

ILO instruments	Social dialogue	Recent sectoral meetings
<ul style="list-style-type: none"> ■ Code of practice on workplace violence in services sectors and measures to combat this phenomenon (2004) 	<ul style="list-style-type: none"> ■ More active in times of crisis, when there is a need for concessions ■ Weak social dialogue on issues such as safety and health, security, new technologies and systems of work, training, structural adjustments 	<ul style="list-style-type: none"> ■ The social and employment consequences of restructuring after 11 September 2001 (Costa Rica, 2003) ■ Civil aviation: Social and safety consequences of the crisis subsequent to 11 September 2001 (2002)

Rail transport

Global trends and issues

Historically, most railway systems were owned and operated by governments or government-owned companies, but since 1980, governments have sought to privatize railways. New private operating structures, such as commercialization and contracting out, and public-private partnerships, have led to significant job losses and sometimes safety cutbacks. The rail industry is still undergoing huge changes. Different models of change have been promoted in different regions of the world. The World Bank is highly influential in the restructuring of publicly-owned railways in Africa, Asia, Central and Eastern Europe and Latin America, tending to push for the leasing of railways and infrastructure to private interests. An important consequence of the fragmentation and privatization of many formerly publicly-owned networks has been the establishment of a growing number of multinational rail operators.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Safety and health ■ Violence ■ Gender: Occupational segregation. Harassment, shift work, long-distance travel and the dangers of working alone 	<p>Countries of importance (employment): France: 180,000; Germany: 200,000; India: 1.5 million; Russian Federation: 1.2 million; United States: 180,000</p> <p>Employment: Significant decline of about 20 per cent between 1990-99. Railway employment (without railway supply industry) was around 7 million in 1999</p> <p>Organization: Union density remains very high in the sector even after major rail restructuring worldwide. Exceptions, e.g. Mexico</p> <p>Gender: The proportion of women workers is estimated to be about 28 per cent</p> <p>Safety and health: Low accident risk in comparison with other modes of transportation, especially road. In EU about 0.72 fatalities (passengers and staff) per billion km</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Code of practice on workplace violence in services sectors and measures to combat this phenomenon (2004) 	<ul style="list-style-type: none"> ■ In Europe, permanent social dialogue functions through EU social dialogue structures ■ Social dialogue on safety issues and on the restructuring of publicly-owned railways should be further encouraged 	

Road transport

Global trends and issues

Like most transport sectors, road transport has undergone huge changes in recent years as globalization has opened up new markets for multinational companies and the industry has become deregulated. There has been an impact on employment, working conditions and industrial relations. Deregulation in road haulage has increased competition, which has sometimes led to reduced wages and conditions for drivers, as well as increased hours of work. There has been a drive to set sectoral standards for working time and rest periods, and to improve safety levels.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Lower employment standards ■ Employment relationship. Companies encourage workers to become self-employed to reduce their own costs ■ Violence ■ Safety and health ■ HIV/AIDS ■ Conditions of work and rest ■ Protection of international drivers ■ Under-representation of women in both passenger and goods transport 	<p><i>Countries and regions of importance:</i> Argentina, Brazil, Canada, European Union countries, Russian Federation, South Asia and United States</p> <p><i>Employment:</i> No clear criteria for road transport employees. Over 1.3 million owner-drivers in the European Union. Increasing in transport logistics</p> <p><i>Organization:</i> 191 road haulage, bus and taxi workers' unions represent 1.5 million members. As a general trend, bus workers are better organized than road haulage and taxi workers</p> <p><i>Gender:</i> Women account for about 22 per cent of the workforce</p> <p><i>Safety and health:</i> Worldwide over 700,000 killed and over 10 million injured in road accidents, costing the global economy about \$500 billion each year. In developing and transition countries, road accident rates tend to be 20 to 30 times higher than in industrialized countries and cost up to 2 per cent of GDP</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153) (8 ratifications) 	<ul style="list-style-type: none"> ■ Increased labour flexibility requires more diversified bargaining ■ Deregulation and liberalization can affect working conditions, including hours of work, driving time, rest periods, and health and safety ■ Increased road traffic across borders in economically integrated regions gives rise to a new set of issues: licensing, cabotage, legal and social protection of workers abroad; standards on working conditions and health and safety; and efforts to harmonize national laws and practices related to those issues. Thus importance of new institutional arrangements for labour-management consultation and social dialogue beyond the national level 	

Transport equipment manufacturing

Global trends and issues

Six companies in Western Europe, North America, Japan, the Republic of Korea, China and Brazil manufacture over 80 per cent of the cars in the world. The workforce is generally highly unionized and among the best paid. Increasingly, however, the big automotive companies are becoming final assemblers and marketers of vehicles only, relying heavily on suppliers to provide complete modules as well as components. In the manufacture of aircraft, the trend continues towards consolidation into two major producers, in the United States and in Europe. Shipbuilding continues to be centred in the Republic of Korea and Japan, while China has embarked on the construction of the largest shipbuilding yard in the world. Ship scrapping remains concentrated in Bangladesh, China, India, Pakistan and Turkey. The recent decision to phase out single-hull vessels will not only increase pressure on ship scrappers, it will also stimulate demand for the construction of new double-hulled ships.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Social dialogue. Although workers in parent companies and first-tier suppliers are highly unionized in industrialized countries, the situation is less clear with respect to second- and third-tier suppliers and subsidiaries in developing countries ■ Employment. The effects of relocation as more and more companies downsize ■ Safety and health. The shipbuilding, ship repair and ship scrapping industry remains one of the most dangerous in the world, and will increasingly be located in Asia 	<p><i>Importance of sector:</i> Fifteen of the top 100 MNEs are automobile companies or suppliers of automotive parts</p> <p><i>Exports:</i> Automobiles and automotive parts account for about 10 per cent of the world's merchandise exports. Machinery and "other" transport equipment for another 17 per cent. (Together with office and telecom equipment, these three "metal trades" account for 40 per cent of world exports.)</p> <p><i>Employment:</i> 7.5-10 million</p> <p><i>Gender:</i> Although negligible in developing countries, women comprise 15-20 per cent of the workforce in the metal trades in the industrialized countries</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ Code of practice on shipbuilding and ship repairing (1974) ■ Safety and health in shipbreaking: Guidelines for Asia and Turkey (2004) 	<ul style="list-style-type: none"> ■ In many countries, companies are downsizing or outsourcing. Suppliers increasingly find themselves in financial difficulties requiring negotiated solutions ■ The global union federation (IMF) has signed international framework agreements with several major automotive companies. These call for respect for ILO core Conventions and encourage the companies to deal only with unionized suppliers 	<ul style="list-style-type: none"> ■ Employment, social dialogue, rights at work and industrial relations in transport equipment manufacturing (2005)

Utilities (water, gas, electricity)

Global trends and issues

Technological developments can improve the quality and quantity of services and lead to better working conditions, for instance by reducing some physically strenuous tasks and offering opportunities to women. Their effective introduction requires careful planning and joint consultation, in view of the potential impact on jobs, conditions of employment, work organization and training needs.

Main issues for the ILO	Specific data
<ul style="list-style-type: none"> ■ Serious shortages of skilled personnel (mostly in developing and transition countries) ■ Reform and restructuring, including outsourcing and privatization ■ Increasing insecurity of employment ■ Public-private partnerships ■ Globalization. Many utility firms in industrialized countries are becoming transnational ■ Transparency and good governance (especially during reforms) ■ Universal and sustainable access to quality services ■ Link between sustainability and environmental issues 	<p>Countries of importance (in terms of employment): China, Egypt, France, Germany, Japan, Poland, Romania, Turkey, United Kingdom and United States, etc.</p> <p>Share of GDP: Not available</p> <p>Employment: About 8.7 million in 56 countries. 1.6 per cent of the total workforce</p> <p>Gender: Women account for about 23 per cent of the workforce</p> <p>Safety and health: 350 fatalities and 49,500 other accidents in 55 countries</p>

ILO instruments	Social dialogue	Most recent sectoral meeting
<ul style="list-style-type: none"> ■ No sectoral standards, but the Labour Relations (Public Service) Convention, 1978 (No. 151) is applicable if utilities come under the public authorities 	<ul style="list-style-type: none"> ■ Some global framework agreements, e.g. between Endesa, a Spanish power company, and ICEM (International Federation of Chemical, Energy, Mine and General Workers' Union); and between Eni, an Italian energy company, and ICEM ■ Social dialogue mechanism well established, functioning relatively well in some parts of the sector. In others deficient or absent. There is a need for capacity building for social dialogue among tripartite constituents, particularly in developing countries and countries in transition 	<ul style="list-style-type: none"> ■ The challenges and opportunities facing public utilities (electricity, gas and water) (2003)