

► Sectoral Advisory Bodies 2023

Submission form

Please send in the form to: sectormeetings@ilo.org by 16 December 2022

Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Meeting of experts
Proposed title	Meeting of experts to adopt guidelines on the effective implementation of social dialogue in the world of sport
Proposed purpose	Develop and adopt guidelines on the application of the fundamental principles and rights at work in the professional sport sector, as well as violence and harassment
Rationale	<ul style="list-style-type: none"> The ILO has led among intergovernmental organisations in ensuring global sport must uphold international labour & human rights standards for all involved, especially those at the heart of sport – the athletes. This includes the adoption of various Points of Consensus at the Global Dialogue Forum on Decent Work in the World of Sport in 2020. The Global Dialogue recognized “all workers, including athletes, regardless of the type of employment relationship, require, as a minimum, to be protected by the fundamental principles and rights at work.” Moreover, among the outstanding points for follow-up is paragraph 31(b), which states that the Office should: <i>“build the capacity of constituents, including through regional meetings and technical assistance, when requested, to engage in effective social dialogue...”</i> Further leadership from the ILO is sought and required to embed labour and human rights standards for athletes in global sport. The technical assistance of the Office is sought through a meeting of experts to develop guidelines. Global sport is a huge industry that provides work for thousands of athletes around the world. However, these workers see several challenges to their labour rights, which are obstacles to effective social dialogue. This includes serious issues of child labour and abuse, OSH matters such as concussion which can have life-long and career-ending impacts, violence and harassment on and off the field of play, contracts that are not respected, an absence of effective grievance mechanisms, and poor social protections. The role of effective social dialogue in addressing these challenges is often poorly understood in the global sport industry. This includes problems related to the structure of international sport where global governing bodies have extensive regulatory power and can impose terms

	<p>and conditions of work on athletes in the absence of effective social dialogue.</p> <ul style="list-style-type: none"> For example, this includes regulated models of athlete representation such as athlete commissions. The Issues Paper prepared by the Office for the Global Dialogue noted concerns about athlete commissions as they are not an “adequate substitute for independent athlete unions since their structure, procedures and influence in sport are often prescribed by sport federation rules”², and accordingly, they do not accord with the requirements of Conventions 87 & 98. The development of Guidelines through a dedicated meeting of experts would be of immense benefit to ILO constituents and an important opportunity for the Office to: <ol style="list-style-type: none"> Build the capacity of constituents by elaborating on their roles and responsibilities. Support the global sport sector as a whole to understand effective social dialogue through tailored guidance that addresses its circumstances and, in turn, ensures athlete relations are anchored in respect for ILO standards. Continue ILO leadership in sport and human rights as the first among other intergovernmental organisations. Elevate the profile, relevance, and application of the ILO’s wider decent work agenda in a highly visible sector that can set the example for others. Reaffirm its commitment that athlete rights are human rights and must be respected like all other workers. The Office has recently committed to additional research that will provide an empirical basis to support discussions at the proposed meeting.
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► **Meetings of experts** are convened to discuss a specific technical sectoral issue among tripartite experts, typically with a view to adopting technical guidance, such as a **code of practice** or **guidelines**.

² International Labour Office, Issues paper for discussion at the Global Dialogue Forum on Decent Work in the World of Sport (2019), online at - https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/meetingdocument/wcms_728119.pdf

Sectoral Advisory Bodies 2023

Proposals from Education International based on the outstanding work

- **CEART**

From the 14th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), 4-8 October 2021

Statement by the 14th Session of the CEART: Taking into account the scope and depth of societal and structural changes we have seen over the past year, and the demands and responsibilities now placed on schools and teachers in today's rapidly changing, multi-cultural societies, the Joint Committee also recommends that the Governing Body of the ILO and the Executive Board of UNESCO request their respective Secretariats to prepare an analysis of the ILO– UNESCO Recommendation concerning the Status of Teachers, 1966, and the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel, 1997, to identify new areas related to teachers and teaching which could serve as the basis for a possible revision of these instruments. Such an analysis should also set out the procedural possibilities for revising the instruments, for possible future consideration by the Governing Body of the ILO and the Executive Board of UNESCO.

EI (Education International) proposals

- ✓ EI does not want to reopen 1966 and 1997
- ✓ EI wants the CEART mandate to also consider implementation of the ILO Policy Guidelines on the promotion of decent work for early childhood education personnel. In that framework, EI suggests the ILO to organize capacity building and advocacy activities, and undertake awareness strategy about the Guidelines and the Tashkent Declaration (Ref. the ECCE (Early Childhood Care and Education) UNESCO World Conference on Early Education Care and Education—Uzbekistan, 2022)
- ✓ EI requests the promotion of the CEART recommendations following allegations, particularly with the countries reviewed but also to a wider audience
- ✓ EI wants the 15th CEART session to again have a statement on teachers and have a visible celebration to mark World Teachers Day
- ✓ EI invites ILO to strengthen collaboration with other international and regional organizations with a view to promoting fundamental principles and rights at work and policy coherence on matters relevant to decent work in the education sector

- **Future of Work in Education**

From the Technical meeting on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda, 17 - 21 May 2021

Conclusions Paragraph 27: (c) promote these Conclusions, the ILO/UNESCO Recommendation concerning the Status of Teachers, the ILO Policy Guidelines on the promotion of decent work for early

childhood education personnel and other relevant tools related to the education sector, including through regional activities; (e) pursue and disseminate research and knowledge management activities on trends, developments and decent and sustainable work challenges and opportunities in the public and private education sector, including the impact of the COVID-19 pandemic as well as technologies on educators, the use of green technologies in education infrastructure, privacy and personal data protection, and public-private partnerships; (f) conduct labour market analysis to better understand existing and future skills needs required by the rapidly evolving world of work, including the skills and knowledge needs of teachers and trainers; working in the education sector, as well as education institutions;

EI proposals

- ✓ EI requests that paras 24-26 be also considered as “outstanding issues” to be implemented
- ✓ EI proposes that the secretariat convenes a *regional capacity building activities* in Latin America in the first semester of 2024 to build the capacity of constituents to develop strategies and engage in effective social dialogue as stipulated in article 24 of the conclusions to ensure decent work for the current and future work force and to effectively participate in the design and implementation of lifelong learning and skills, and development programmes, including training and development on digital competencies, and with a view to address the burning issue of teacher shortages as well as the impact of the introduction of new technologies on the well-being of educators.
- ✓ EI proposes that ILO develops *research, collects and regularly disseminates good practices* and data on digitalisation and its impact on industrial relations in the education sector including to address the digital divide for girls and women educators and persons from other marginalised groups; as well as on the emerging impact of OSH (Occupational Safety and Health) issues on employment and an investigation into best practice with resilient and sustainable education buildings using green technologies, particularly in lower and middle income countries.

- **Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education**
18-20 September 2018

Points of Consensus Paragraph 8: (b) undertake and disseminate research on terms and conditions of employment of education support personnel; obstacles to, and good practices in, achieving gender equity in tertiary education; as well as policies and practices in the use of contingent fixed-term employment in tertiary education, which recognize the need for both flexibility and decent work. The research is to inform possible future action, which could include a tripartite meeting.

EI proposal

- ✓ EI requests desk research to be completed by September 2024 to inform the 15th session of CEART (October 2024) to identify good practices/models of agreements to mitigate casualisation in academia, through social dialogue and collective bargaining. The research could pay particular attention to measures aiming to address the medium- and long-term impact of the pandemic on equity-seeking groups in academia (esp. female and young academics) as well as examples from low- and middle-income countries.

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Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Meeting of experts
Proposed title	<u>Meeting of Experts to develop guidelines for fair labour market services for migrant fishers in the fishing sector</u>
Proposed purpose	<p>In view of the importance of the sector and taking into account that fishers are generally excluded from the scope of general ILO Conventions and other instruments, and in light of the issues and challenges mentioned below, the Office would be asked to hold a meeting of experts to develop general principles and operational guidelines for fair labour market services in the fishing sector, including :</p> <p>(a) sufficient and suitable guidance for fishing vessel owners and (cross border) labour market services,</p> <p>(b) model contracts for (cross border) labour market services in the fishing sector, and</p> <p>(c) sufficient and suitable guidance for fishers seeking jobs on board (foreign) fishing vessels;</p>

<p>Rationale</p>	<p>Relevance of the sector</p> <p>Decent work and productive employment in the fishing sector is fundamental to ensuring effective fishing operations, which themselves are critical to sustainable livelihoods and food security. Migrant fishers, as all other fishers, are entitled to decent conditions of work.</p> <p>Decent work in the fishing sector is critical for achieving several Sustainable Development Goals (SDGs), including SDG 2, SDG 8, in particular target 8.7; SDG 10 and SDG 14. Working conditions of migrant fishers has been identified as an issue of growing public concern.</p> <p>Issues, challenges and opportunities in ensuring decent work for migrant fishers</p> <p>The fishing sector provides livelihoods to 12 per cent of the world's population and contributes to sustainable development and reducing poverty.</p> <p>While fishing operators generally provide decent conditions of work for fishers, a number of operators and recruitment agencies are engaged in abusive practices that fall into the category of forced labour and human trafficking. Migrant fishers in particular often endure the risk of forced labour and serious decent work deficits such as: abusive and fraudulent recruitment and placement practices, child labour, isolation and abuse of vulnerability, abandonment, absence of a written fisher's work agreement, underpayment and withholding of wages, retention of identity documents, blacklisting when asserting rights, violence and intimidation, illegal transfer of fishers at sea, excessively long working hours and other abusive working and living conditions.</p> <p>In order to effectively address these serious violations of the rights of migrant fishers, there is an urgent need to not only identify and map these problems but also to fully understand their root causes.</p> <p>It is necessary to have effective enforcement of migrant fishers' fundamental rights at work, and access to justice, irrespective of their migrant status. Migrant fishers should be treated as regular status migrant workers and effective mechanisms should be in place to ensure that fundamental principles and rights at work are fully applicable to them.</p> <p>Promotion and development of proper mechanisms to facilitate effective and meaningful social dialogue can contribute to addressing the decent work deficits faced by migrant fishers.</p> <p>This proposal is a follow up of the conclusions and resolution of the ILO tripartite meeting on issues relating to migrant fishers held in Geneva, 18-22 September 2017 and previous discussion of the Sectoral Advisory Bodies , which took place in 2019, agreeing on the importance of development of such guidelines, but postponing holding such meeting of experts for next biennium</p>
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Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Meeting of experts
Proposed title	<u>Meeting of Experts to develop guidelines on decent work in the railways sector</u>
Proposed purpose	<p>In view of the structure of the sector, and in light of the trends and developments mentioned below, the Office would be asked to prepare draft guidelines taking as a basis the 3-part structure of the Guidelines on decent work in public emergency services (2018) and the Guidelines on the promotion of decent work and road safety for the transport sector (2019) to be discussed at a meeting of experts on ensuring decent work for the railways sector, and taking into consideration the following developments:</p> <ul style="list-style-type: none"> • identifying the opportunities and challenges for the realisation of decent work for all workers in the railways sector based on the four pillars of the ILO's Decent Work Agenda; • identifying and addressing the salient challenges in realizing fundamental principles and rights of work; • promoting sustainable employment growth and decent work in the sector to help preserve and restore the environment and reverse the crisis of climate change while guaranteeing a just transition for workers; • developing frameworks for effective social dialogue, including on technological developments in the sector; and • identifying the opportunities and challenges for strengthening women's and youth employment and equal opportunities in the sector.

<p>Rationale</p>	<p>Relevance of the sector</p> <p>There is no debate over the fact that railways have a pivotal role to play in mitigating the impacts of climate change. They are also key to the provision of essential services, the protection of public health, and the promotion of social and economic equality. A good quality rail system offers economic, environmental and social benefits that go well beyond its users. Rail also has the potential of promoting decent employment and moving the global economy. It also played a significant role in keeping passengers and good moving during the (ongoing) public health crisis precipitated by the COVID-19 pandemic.</p> <p>Financial momentum</p> <p>In view of combating the climate crisis, multilateral banks and State-based initiatives are boosting investment in a range of rail corridors and services. Governments have a particular interest in keeping and adequately managing rail infrastructure as it provides the bedrock of sustainable supply chains and an economic model based on public goods and needs. International cooperation, guidance on standards, and the implications for responsible investment are urgent at a time when 19,710 km² of high-speed lines are under construction globally.</p> <p>Technological trends</p> <p>As technologies evolve, positive applications across the rail industry can include improved signalling, mechanical failure prediction and detection³, and work facilitation and thus broader access. Technology can help railroads achieve safety protections, minimize their climate impact and remain competitive as advanced algorithms and data analysis enhance reliability and tailor service provision. However, automated ticket machines, for example, have replaced ticket sellers in stations around the world. This is especially problematic for vulnerable groups and increases risks for solo commuters, particularly at night. However, a just transition with new technological skills training for the existing workforce coupled with investment in rail's decarbonising infrastructure and electrification can help the world progress towards environmental targets, sustainable development practices, and responsible public procurement</p> <p>Structural and ownership developments</p> <p>In many countries, diverse policies have been applied to rail transport services, both passenger and freight. Private sector participation processes, deregulation and fragmentation of rail transport, along with increased competition in supply chains, poses challenges for decent, safe and sustainable railways. Well-planned, properly funded and democratically accountable development projects offer considerable opportunities for good working conditions defined through collective bargaining in stable and sustainable formal employment.</p> <p>Rail Safety for All</p> <p>Although railways are considered one of the safest modes of transport, proper maintenance of infrastructure is vital. Given the nature of railways, accidents have significant damage potential for railway workers, passengers and the wider public. Inclusive, representative and transparent systems for recording incidents,</p>
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reporting potential dangers, and resolving safety concerns with trade unions in company level safety committees are required. Environmental working conditions, gender-sensitive ergonomics, including equipment design and provision of sanitation facilities all have an impact on safety-related performance.

The promotion of decent work in the sector is one of the strongest guarantees of social sustainability and high safety standards for decades to come. In the long run, adequately staffed trains, platforms and stations (and overall infrastructure) represent key safeguards for all passengers, ensuring access and assistance particularly for vulnerable groups such as the elderly and differently abled, as well as all workers.

In 2020-21, the Sectoral Policies Department commissioned preliminary research⁴ on the working conditions of railway workers in Francophone Africa. The desk study includes information on the following corridors: Dakar-Bamako, Abidjan-Ouagadougou and the Abidjan–Cotonou project.

Fundamental Principles and Rights at Work

The ILO does not have specific sectoral instruments or tools for the railways sector. However, the promotion of social dialogue in the sector has been addressed in meetings and numerous publications since the first International Railwaymen's Congress in 1920. The exercise of freedom of association rights, among others, remains a challenge in the sector in numerous jurisdictions. Recently, the Office also prepared already in 2016 a [Manual on social dialogue in the railways sector](#) that can be considered a relevant piece of preparatory work for the proposed meeting of experts. Additional preparatory work was carried out for the 2021 technical meeting on the future of decent and sustainable work in urban transport services in relation to urban railways.

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² See https://uic.org/IMG/pdf/20220901_high_speed_lines_in_the_world.pdf

³ See <https://www.globalrailwayreview.com/article/78982/technologies-rail-infrastructure-infrabel/>

⁴ See p.54 https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_836363.pdf

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Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Meeting of experts
Proposed title	on Occupational Safety and Health in Aquaculture
Proposed purpose	to develop a Code of Practice

<p>Rationale</p>	<p>The ILO Technical meeting on the future of work in aquaculture in the context of the rural economy (13 - 17 December 2021) concluded that “despite its growing contribution to employment and decent work opportunities, food security and nutrition, and economic development, in many countries, aquaculture faces decent work deficits alongside other important social and environmental challenges”.</p> <p>The meeting further stressed that “the aquaculture workforce is exposed to multiple OSH hazards with short- and long-term consequences. The hazards may vary significantly depending on the type and scale of operation. Underdeveloped OSH management systems and weaker regulatory frameworks and enforcement systems, particularly in informal and rural economies, exacerbate the challenge. In recent years, constituents in several leading aquaculture producing countries have taken important steps in establishing a stronger preventive culture and adequate legal frameworks on OSH. Further efforts are needed to ensure occupational safety and health for the aquaculture workforce.”</p> <p>At its 110th Session in June 2022, the International Labour Conference decided to amend the ILO Declaration on Fundamental Principles and Rights at Work to include “a safe and healthy working environment” as a fundamental principle and right at work. The proposed meeting should follow up on these conclusions and develop a new tool to promote OHS in aquaculture, enabling workers in the fast growing sector to access their fundamental rights.</p> <p>The overall objective of this tool should be to help promote preventive OSH culture in aquaculture globally. More specifically, the tool will:</p> <ul style="list-style-type: none"> - Raise awareness of the hazards and risks associated with the growth of aquatic food and organisms and how they can be effectively managed and eradicated; - Provide technical guidance on how to prevent occupational accidents and diseases and improve the working environment in practice in both large-scale commercial and small-scale aquaculture enterprises; - Encourage governments, employers and workers to cooperate in developing and effectively implementing policies and action, linking environmental and social sustainability with occupational safety and health in aquaculture.
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Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Technical meeting
Proposed title	Promoting Decent Work and Safety and Health in the Cement and Building Materials Industries
Proposed purpose	<p>The BWI and IndustriALL Global Union propose research on the developments within the sector and its consequences, as well as the implications of the industrial usage of Carbon Capture, Storage and Utilisation (CCSU) and alternative fuels on required new skills, decent work and safety and health within the sector.</p> <p>Followed by a technical meeting to discuss the results of the study and draw joint conclusions regarding the necessary future policies, tools, and practices to be adopted by the social partners.</p>
Rationale	<p>The cement and building materials industries are high energy-consuming industries facing seismic changes and challenges against the background of demands for the reduction of CO2 emissions by 2030 and 2050 sudden energy price increases.</p> <p>At the same time, market leading players in the industry are initiating serious transformation process, and the pressure for further transformations due to their carbon emissions and automatization is expected to increase due to public and investor pressure.</p> <p>Some large companies in the sector have already started looking away from their traditional focus areas and moving significant resources to other adjacent ecologically 'cleaner' businesses.</p> <p>Meanwhile, the increased use of subcontracting in the industry is leading to a huge number of preventable fatal accidents and injuries.</p> <p>This directly impacts employment, working conditions, health and safety, and skills demanded from the workforce, which requires specific attention to the question of a just transition in the sector.</p> <p>Hence, it calls for a dialogue among the workers, employers and government representatives at the international level to discuss policies, tools and practices to be applied in order to promote social dialogue and health and safety in the sector.</p>

Submitted by Building and Wood Workers' International and IndustriALL Global Union



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Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Meeting of experts
Proposed title	ILO meeting of experts on labour clauses in public procurement for infrastructure
Proposed purpose	<p>Through a meeting of experts prepare a guidance document on labour clauses in public procurement agreed upon between the social partners.</p> <p>Following the conclusion of the General Survey carried out by the ILO Committee of Experts in 2008, highlighting that Convention No. 94 was an underused and perhaps even more relevant than in the past. The general survey also stated that the purpose and objectives of Convention No. 94 might need to be revisited to better reflect modern procurement patterns.</p> <p>The Office also concluded, based on the survey, that the issue required further study and analysis and that there was broad support for convening a tripartite meeting of experts to examine the issue of how to integrate social clauses into public procurement contracts. This was also stated by the ILO Global Dialogue Forum (GDF) on Decent Work in Local Government Procurement for Infrastructure Provision, 17-18 February 2009.</p>
Rationale	<p>There is an outstanding recommendation, endorsed by the Governing Body, made by The ILO Global Dialogue Forum (GDF) on Decent Work in Local Government Procurement for Infrastructure Provision, 17-18 February 2009, that "the ILO could organize a meeting of experts with a view to preparing a guidance document on labour clauses in public procurement".</p> <p>When the Forum was held in 2009, the theme was particularly relevant in the context of the current financial crises. Similarly, we see the theme continue to be of great importance in the context of today, a time of great stimulus packages responding to the global pandemic, climate change and the conflict, which has resulted in high energy prices and disrupted value chains within the sector. The consequences for workers and enterprises in the construction industry have been significant due to this development.</p> <p>Procurement will play a significant role in government responses to the crisis. Many of the stimulus packages, often focused on infrastructure</p>



	<p>provisions, initiated after the global pandemic to kickstart the economy, have and will continue to result in a large number of contracts with the private sector.</p> <p>Social dialogue is essential in this context, and the ILO, together with the social partners, should strive to ensure that whatever action is taken at the national and local levels not only gives value for money but also creates decent work.</p>
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Submitted by Building and Wood Workers' International

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Proposal for a meeting to be convened in the biennium 2024 - 2025	
Type of meeting ¹	Meeting of experts
Proposed title	Updating the “ILO Code of Practice on Safety and Health in Forestry Work (1998)” and “the ILO Guidelines for Labour Inspection in Forestry (2005)” for the promotion of safety and health and decent work in the forestry
Proposed purpose	To update through a meeting of expert the “ILO Code of Practice on Safety and Health in Forestry Work (1998)” and “the ILO Guidelines for Labour Inspection in Forestry (2005)” to include specific provisions on emerging issues such as climate change, new technologies, migration, and the informal economy, among others and to develop methods and a workplan in consultation with the tripartite constituents to support, promote and further implement the updated instruments
Rationale	The ILO sectoral meeting on Promoting Decent Work and Safety and health in Forestry, held on 6-10 May, 2019 ended with a joint conclusion that both, “ILO Code of Practice on Safety and Health in Forestry Work (1998)” and “the ILO Guidelines for Labour Inspection in Forestry (2005)” are still very relevant for the sector but needed to be updated to account for specific provisions on emerging issues such as climate change, new technologies, migration, and the informal economy. We further request that the meeting of expert will also be involved in developing methods to implement the updated CoP and Guidelines.

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