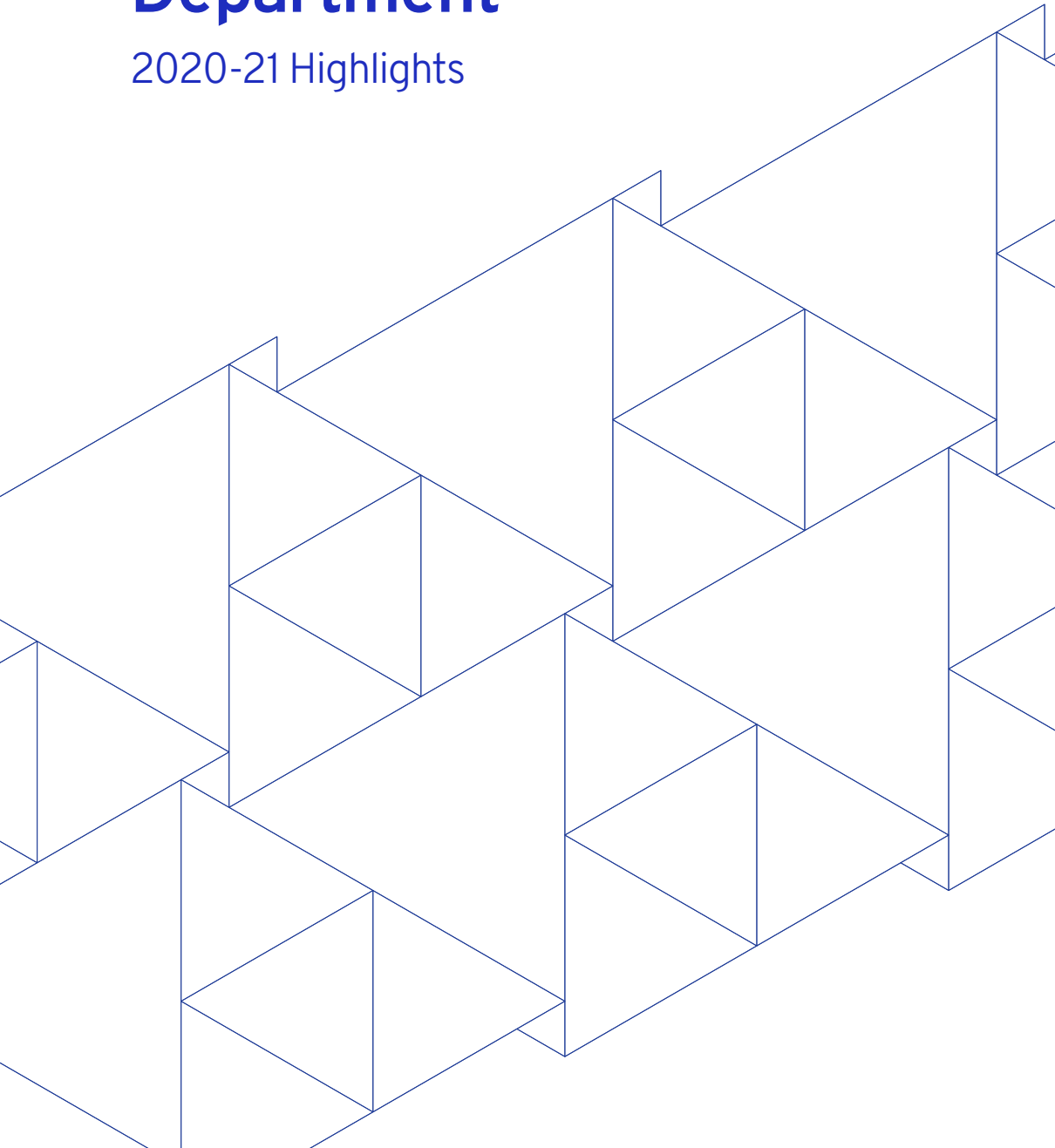




International
Labour
Organization

► Sectoral Policies Department

2020-21 Highlights



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2020-21 Highlights

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► Introduction

When the COVID-19 pandemic wrought havoc in the world of work, the constituents of the ILO were among the first to respond.

During the past biennium, governments, employers and workers in numerous countries and sectors joined forces to formulate and implement national and sectoral recovery strategies and calls to action.

At the ILO, we in turn stepped up our efforts to support the sectoral constituents to address the devastating impact of the COVID-19 crisis, resulting in closer direct engagement with several sectoral employers' associations and global union federations. The ILO and its Director-General have paid tribute to the sacrifices of health workers and called for urgent action to address the problems of seafarers. The landmark Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient was adopted at the 109th Session of International Labour Conference in June 2021.

During the biennium, SECTOR published more than 20 sectoral impact briefs and developed several sectoral tools to control and prevent COVID-19 at work. The majority of the Governing Body-endorsed global sectoral meetings were successfully converted to virtual or hybrid meetings, while others were reprogrammed to 2022. This made it possible for the Office to ensure business continuity and for constituents to continue their joint search for solutions to address the most pressing decent work opportunities and challenges in aquaculture, automotive, education, maritime, sports, textiles, and urban transport services and other sectors.

The global call to action highlights the importance of proactive and well-designed sectoral policies to build forward better. It calls for appropriate public and private investment in sectors hit hardest by the crisis, such as hospitality, tourism, transport, arts and recreation and some parts of retail, and those with strong potential to expand decent work opportunities, such as the care economy, education and infrastructure development.

This builds on the growing recognition that sustainable industrial and sectoral policies are key, not only to a human-centred recovery, but also to ensuring a just transition to environmentally sustainable economies and societies for all. As the world of work takes on the COVID-19 and the climate crises simultaneously, sectors and supply chains are emerging as strategic entry points to advancing decent work and sustainable development now and in the future.

The human-centred, sectoral approach is also key to attaining the Sustainable Development Goals (SDG) during this Decade of Action to deliver the Global Goals. The active involvement of governments, employers and workers and stronger tripartite governance in specific sectors is critical to realizing not only SDG 8 on economic growth and decent work, but also to addressing the labour dimension in every other SDG. Just as there can be no food without farmers and fishers, no quality education without teachers, and no good health and wellbeing without health workers, there can be no sustainable energy or transport solutions without viable enterprises and their workers to produce them.

The following pages provide a glimpse of the ILO's sectoral programme and the work of its Sectoral Policies Department (SECTOR) throughout the 2020-21 biennium. None of this would have been possible without the concerted efforts of the ILO's constituents in specific economic and social sectors. Their efforts to address the devastating impact of COVID-19, to save lives, and to rebuild our societies and economies – sector by sector – commands our greatest gratitude and continues to inspire us all.

Alette van Leur

Director, Sectoral Policies Department

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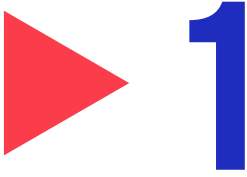
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► Acronyms

EC	European Commission
EUROMIL	European Organisation of Military Associations and Trade Unions
FAO	Food and Agriculture Organization
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
IBA	Brazilian Cotton Institute
ICT	Information and communication technology
IFAD	International Fund for Agricultural Development
IGF	Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development
ILO	International Labour Organization
IMO	International Maritime Organization
IOE	International Organization of Employers
ITC	International Training Centre
ITUC	International Trade Union Confederation
OECD	Organization for Economic Cooperation and Development
OSH	Occupational Safety and Health
PACE	Platform for Accelerating Circular Economy
PDP	Portworker Development Programme in bulk terminals
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SECTOR	Sectoral Policies Department
SNV	SNV Netherlands Development Organization
SSE	Social and solidarity economy
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
WHO	World Health Organization



ILO priorities and its sectoral work





► A human-centred recovery from the COVID-19 crises

The COVID-19 pandemic has had an unparalleled impact on the world of work. In addition to the loss of life and damage to health, measures taken to limit the spread of the virus have affected the livelihoods of many.

In June 2021 at the 109th Session of the International Labour Conference, governments, employers and workers adopted a [Global Call to Action for a Human-Centred Recovery](#). With the Global Call to Action, the 187 Member States of the ILO commit to a human-centred recovery from the COVID-19 crisis that is fully inclusive, sustainable and resilient. The Global Call to Action commits to an accelerated implementation of the [ILO Centenary Declaration for the Future of Work \(2009\)](#). The Centenary Declaration, which also serves as its foundation, is guided by the principle that people and their work must be placed at the centre of business practices and economic, environmental and social policies.

The Global Call to Action focuses on the importance of policies at the global, regional, national and sectoral level that address inequalities and prioritize the creation of decent work for all. To achieve this, it outlines a comprehensive agenda with specific measures to promote quality employment and economic development, worker protections, universal social protection and social dialogue. At the sectoral level, it asks governments and their social partners to commit to investing in sectors hit hardest by the pandemic and those with strong potential to expand decent work opportunities.

The impact of the pandemic has been unequally distributed across the globe and across economies, labour markets and societies. Several sectors have seen tremendous losses of income and jobs – a consequence of decreased demand due to lockdowns, bankruptcies and supply chain disruptions.

At the same time, there has been wide variation in the measures aimed at stimulating recovery. However, all 187 country responses to the pandemic have incorporated a sectoral approach, either by targeting support for the hardest-hit sectors or for those with the greatest potential for employment

creation. The sectoral approach has, therefore, been indispensable in understanding the impact of the COVID-19 crisis and responding to it.

Throughout the 2020-21 biennium, SECTOR supported broader ILO efforts to:

- ▶ support tripartite action and social dialogue,
- ▶ further its collaboration with UN Agencies and other international organizations,
- ▶ generate a better understanding of the impact of COVID-19 on specific sectors and
- ▶ develop and disseminate new and existing sectoral instruments and tools to protect workers.

In 2020-21, SECTOR supported a multitude of tripartite action and sectoral social dialogues at the national, regional and global levels that focused on addressing the COVID-19 crisis. Several meetings were held with constituents to better understand their needs and aspirations. Further to this, SECTOR worked with its constituents, other UN Agencies and international organizations to develop and support [joint calls for action](#) across multiple sectors including shipping, transport and tourism, among others. The department also worked with these agencies and organizations through programmes, partnerships and other [initiatives to fight the COVID-crisis sector by sector](#).

SECTOR contributed to the ILO Monitor: COVID-19 and the world of work as well as to the reports of other UN agencies and international organizations as well as to the [ILO Monitor: COVID-19 and the world of work](#). Particularly, to [assess the pandemic's impact on specific sectors](#), in 2020, the department developed a series of briefs containing policy responses and measures taken by ILO constituents. These also include available ILO tools and responses at the sectoral level. A summary of each brief is provided below.

[COVID-19 and the impact on agriculture and food security](#) examined the consequences of the pandemic for agriculture workers, the implications for food security and the importance of the continued functioning of food supply chains to prevent a food crisis.

[Impact of COVID-19 and the tourism sector](#) looked at the unprecedented effects of COVID-19 on tourism enterprises and workers, the majority being young women. The brief reviews efforts at international and national levels to support tourism businesses, safeguard jobs and incomes, and promote Occupational Safety and Health (OSH) standards critical to the sector, especially for micro, small and medium enterprises (MSMEs).

[Impact of COVID-19 on the forest sector](#) investigated the early effects of the pandemic on forest-related supply chains due to initial decline in wood demand; on workers and enterprises, particularly in relation to OSH and those in vulnerable situations; as well as on intensified pressures on forests. It also outlined constituent responses in the face of the pandemic.

[Impact of COVID-19 on the construction sector](#) summarized actions taken by the ILO's tripartite constituents to support construction enterprises, jobs and incomes, and to implement guidance on the protection of workers' safety and health.

[Impact of COVID-19 in the meat processing sector](#) reviewed learnings from the particularly frequent outbreaks in processing plants in several major meat-producing countries to catalyse reforms that make meat processing and the agri-food sector at large not only resilient to such shocks in the future but also enable it to "build back better".

[COVID-19 and maritime shipping and fishing](#) highlighted the important role of the shipping sector and its seafarers in global supply chains and in the supply of food. The pandemic has had a major impact on OSH in these sectors and significantly delayed crew changes. The brief describes early action by the ILO and its constituents to address these issues and to ensure that the rights of seafarers are respected and maintained.

[COVID-19 and the port sector](#) examined how ports have adjusted to the reality of lower volumes, worker shortages, the implementation of OSH measures for dockers and shore personnel, and the adoption of teleworking and remote operations for office workers.

[COVID-19 and urban passenger transport services](#) documented the consequences of the pandemic, including in terms of declining ridership across all modes, as well as how workers have found themselves at the forefront of service provision and at high risk of illness.

[COVID-19 and road transport](#) outlined how to curb the spread of COVID-19. Many countries placed restrictions on domestic transit and/or closed border crossings for road freight transport services. The brief looked at options to address decent work challenges to better tackle the present and any future crises.

[COVID-19 and civil aviation](#) reviewed the early impact of the pandemic and drew attention to the disastrous effects particularly in terms of demand and employment.

[COVID-19 and the automotive industry](#) described the massive economic strains on the automotive industry and its workers and how the pandemic has compounded existing challenges through supply chain disruption, factory closures and a collapse in demand.

[COVID-19 and the media and culture sector](#) analysed the effects through unemployment and closed productions, and countries' responses through social protection, safety and health measures, economic relief programmes, along with initiatives to ensure resumption of activities and business continuity.

[COVID-19 and food retail](#) assessed how food retail workers have emerged as a new category of frontline services, the impact of the pandemic on food retail



Wood worker in Turkey. (Fatma Cankara/ILO, 2020/09)

operations and working conditions, and how countries and social partners are responding to the crisis through OSH protocols and broader policy responses.

[COVID-19 and the education sector](#) documented the pivotal role of teachers in continuing learning during the COVID-19 pandemic. The brief drew attention to emerging challenges and longstanding deficits impeding effective and quality distance education. It also highlighted good practices in the sector.

[COVID-19 and the textiles, clothing, leather and footwear industries](#) analysed the immense impact of the pandemic on thousands of firms and millions of workers, particularly in producing countries, as well as the emergency responses from governments, employers and workers in these countries.

[COVID-19 and public emergency services](#) highlighted the important role that front-line emergency workers play in pandemic mitigation efforts, the high risks they face and efforts by countries to give them the support and recognition they deserve.

[COVID-19 and the public service](#) reviewed how public servants played a central role in maintaining the continuation of government services at all levels during the pandemic, and how building forward better will require robust protection measures and social dialogue for public service workers to contribute to framing post-pandemic public services.

[COVID-19 and the health sector](#) investigated how the sector has been at the forefront of fighting the pandemic from the beginning, with grave implications for the health workforce, as well as the longstanding problems of health systems and policy options to address decent work challenges.

[COVID-19 and care workers](#) reported how the COVID-19 pandemic also drew attention to the overburdened and understaffed home and institution-based care services and the disastrous effects, particularly in elderly care.

To further support its constituents in the prevention and control of COVID-19, the department also developed, translated and disseminated an extensive body of sectoral tools. These include guidelines, checklists and a series of short videos. The checklists are discussed in further detail under the relevant sector summaries that follow. (A list of relevant sectoral tools disseminated by SECTOR in 2020-21 can be found in Annex II).

► Inclusive, sustainable and resilient supply chains

The last decade has witnessed a trend towards mandatory human rights due diligence and reporting legislation to ensure protection of the environment and respect for human and labour rights in supply chains.

This includes law-based initiatives on supply chain accountability in the European Union and in countries such as the United States, the United Kingdom, France, Germany, the Netherlands and Norway. These developments bring new opportunities and challenges for constituents in many sectors to advance decent work.

The devastating and differentiated effects of the COVID-19 crisis on sectors have revealed the extent to which the global economy depends on well-functioning supply chains. Moreover, the crisis has exposed how fragile supply chains can be as demand and supply shocks reverberated across economies and labour markets, leading to sharp declines in global trade and sparing few enterprises and workers. From seafarers to last mile delivery workers, the pandemic has also highlighted the critical importance of the men and women that produce and transport the goods and services that our societies rely on to function.

In the Global Call to Action, the 187 Member States of the ILO commit to fostering more resilient supply chains that contribute to:

- i. decent work;
- ii. sustainability of enterprises along the supply chain, including micro, small and medium-sized enterprises;
- iii. environmental sustainability; and
- iv. protection of and respect for human rights in line with the three pillars of the UN Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy supported by sustainable international trade and investment.

The renewed focus on sectors and supply chains in the response to the COVID-19 crisis offers new opportunities for the ILO to strategically use sectors and supply chains as entry points to advance decent work and accelerate the implementation of the Centenary Declaration. SECTOR is currently piloting such approaches through the [Sustainable Supply Chains to Build Forward Better](#), a project funded by the European Commission (EC). It includes the development of knowledge, tools, guidance, policy advice, technical assistance and training to address decent work challenges and opportunities in five selected supply chains and countries: coffee in Colombia, electronics in Viet Nam, fisheries in Namibia, textiles in Madagascar and rubber gloves in Malaysia. The project builds on and reinforces other SECTOR projects in natural stones in India and palm oil in Indonesia.

Additionally, SECTOR has been supporting the implementation of the ILO programme of action on decent work in global supply chains (2017-21) by leading or co-leading the ILO Apparel Task Team and the ILO Extractives Working Group, and by contributing to the [knowledge-repository on Global supply chains](#).

► The return of industrial and sectoral policies

Industrial and sectoral policy is back on the scene.

A variety of trends have contributed to the renewed interest in recent years, including automation, digitalization and an increased focus on societal and environmental goals. While traditionally industrial policies have very much focused on growth and productivity, there now seems to be consensus that they should be coordinated to also advance skills, innovation, institutions, ecological ambition and social policy.

The COVID-19 crisis has accelerated both structural transformation and the development and implementation of industrial and sectoral policies that more and more Member States have adopted to advance growth and to manage transitions to digital, circular and greener economies. This offers new opportunities for the tripartite constituents to strategically use sectors and supply chains as entry points to advance decent work and other Sustainable Development Goals (SDGs) and to address the current climate crisis through a just transition to a green economy.

The ILO has a longstanding history in supporting governments, employers and workers in promoting decent work through a sector-specific approach and through supply chain interventions. It has the know-how and tools to engage the constituents in key sectors and supply chains, and as such can use the return of sectoral strategies and industrial policies to advance decent work for all.

► A just transition to environmental sustainability

Climate change presents significant challenges for sustainable development and has major implications for employment.

If properly managed, however, [climate change action can lead to more and better jobs](#). The shift towards environmentally sustainable consumption and production models can affect workers and enterprises in the various sectors. Sectoral policies are thus key to a just transition towards environmental sustainability, ensuring no one is left behind and that the benefits of this transition are equally shared.

In 2020-2021, the department focused on building consensus, knowledge and partnerships to advance a just transition to environmental sustainability in several sectors, including through circular economy approaches in electronics (e-waste) and textiles and clothing (see box). To provide more coordinated support and services to the ILO's constituents, SECTOR and GREENJOBS have established an office-wide Working Group on Decent Work in the Circular Economy.

In February 2021, at the ILO's first virtual [Technical meeting on the future of work in the automotive industry](#), the constituents adopted [conclusions](#) that highlight how sustainable industrial policies, guided by the [ILO Guidelines on a Just Transition to Environmentally Sustainable Economies and Societies for All \(2015\)](#), are key to building back better and to investing in decent and sustainable work. In August 2021, the Technical meeting on the future of decent and sustainable work in urban transport services adopted [Conclusions](#) that highlight the need to ensure that decarbonization efforts are accompanied by just transition principles contained in the ILO Guidelines for a just transition. In October 2021, a meeting of experts adopted a [Code of practice on safety and health in textiles, clothing, leather and footwear](#), which includes a chapter on waste and emissions management. In June 2021, a tripartite regional meeting on the tourism sector in Latin America and the Caribbean devoted a session to "productive transformation, just environmental transition and community-based rural tourism".

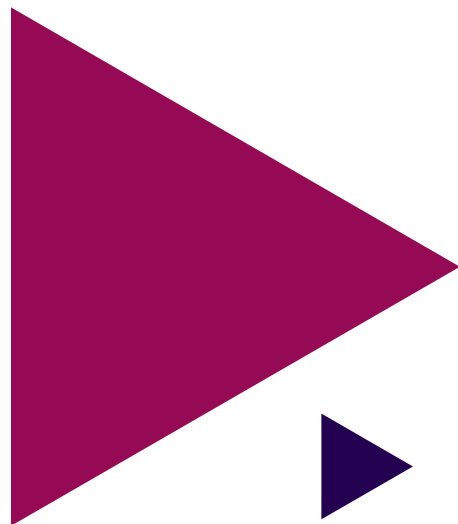
In order to promote a transition to environmental sustainability and a circular economy that is just, inclusive, and provides opportunities for decent work, SECTOR has partnered with [PACE](#) (Platform for Accelerating Circular Economy), initially focusing on integrating decent work as a key element in PACE's new Circular Economy Action Agendas for [Electronics](#) and for [Textiles](#). A new joint ILO-PACE project to advance a just transition in textiles, plastics and electronics supply chains was subsequently launched during the World Circular Economy Forum. SECTOR also engaged in a co-creation exercise with [BSR](#) in the context of the "[Keeping Workers in the Loop](#)" programme. This collaboration resulted in a report with industry and policy recommendations to advance a circular fashion industry – from manufacturing to retail – that considers the impact of environmental changes and measures to mitigate and adapt to these changes on working conditions, skills and rights in the sector.

In 2020-21, the department continued its active engagement in the UN e-Waste Coalition. It is also the focal point for the UN-wide Task Force on Marine Litter and Microplastics. Through the ongoing engagement within the [UN Alliance for Sustainable Fashion](#), SECTOR coordinated the compilation of information on relevant ILO programmes and projects that have been integrated into a first [mapping of the UN System's response to social and environmental challenges in the fashion industry](#). Contributions have also been made to several events, including:

- o The Informal virtual policy dialogue on fashion Moldova (19 May 2021);
- o The [Sustainable Fashion Hard Talks](#), a side event of the United Nations High-Level Political Forum on Sustainable Development (7 July 2021);
- o The launch of the special edition of the UN Magazine on sustainable fashion (9 July 2020);
- o The UN Environment Management Group Nexus Dialogue on [Sustainable Recovery through Sustainable Fashion](#) (7 September 2021).



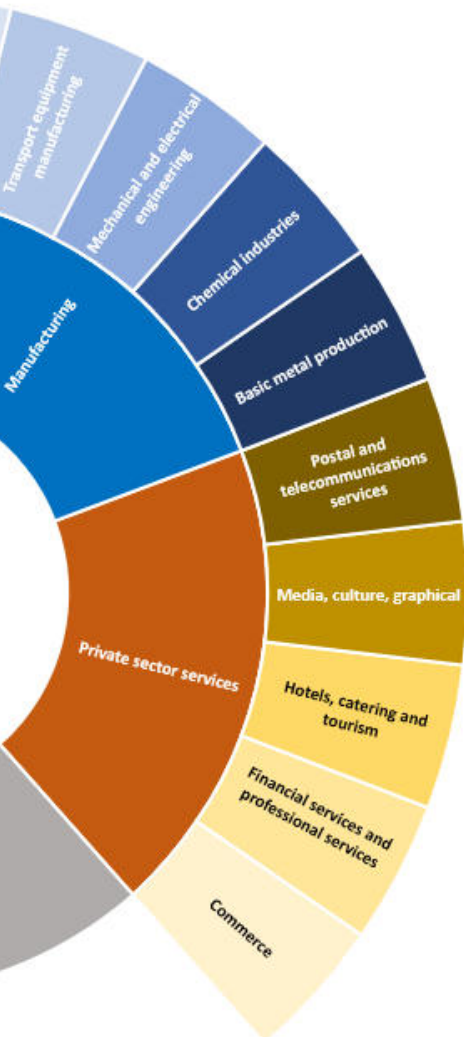
Sectors at a glance





The ILO addresses decent work opportunities and challenges in 22 economic and social sectors in eight groupings, from agriculture and the extraction of raw materials to manufacturing and services.





Together with its constituents and partners, the ILO promotes decent work in these sectors through the following means of action:

- building consensus among tripartite constituents on sector-specific policies and practices through global, regional and national sectoral meetings;
- promoting the ratification and effective implementation of sectoral Conventions and Recommendations as well as sector-specific codes of practice, guidelines and tools;
- developing and disseminating knowledge and information relating to sector- and industry-specific economic and employment trends and challenges;
- providing policy advice, building capacity and implementing development cooperation projects; and
- fostering policy coherence on key sectoral issues through strategic partnerships with other United Nations agencies, other multilateral organizations and stakeholders.

The following pages provide a glimpse of the ILO's actions and achievements in selected economic and social sectors during 2020-21. The highlight is on selected sectors where the work has gone beyond monitoring developments and maintaining relations with constituents and other key sectoral stakeholders.



► Agriculture and other rural economy sectors

Over one billion people work in agriculture. Although the sector's share in total employment has fallen from 40.2 per cent to 26.8 per cent over the past two decades, agricultural output has continued to grow. The rural economy holds significant potential for creating decent and productive jobs, particularly for youth and women, as well as for contributing to sustainable development and economic growth. Coordinated policy responses are needed to address the high levels of informal employment and improve the livelihoods and working conditions of agricultural workers, millions of whom are affected by poverty and food insecurity.

Consensus building

In December 2021, a [Technical meeting on the future of work in aquaculture in the context of the rural economy](#) was held to discuss issues relating to the promotion of decent work in the sector and to adopt conclusions, including recommendations for future action.

In Latin America, SECTOR supported the development and operationalization of the [methodology for the multi-stakeholder coordination platform, Mesas Ejecutivas](#). This methodology aims to promote productivity and decent work in specific sectors by bridging the gap between different public and private actors. It also facilitates inclusive productive transformation and formalization in rural sectors (e.g. Peru and Costa Rica).

Knowledge development

Contributions were made to the ILO-FAO (Food and Agriculture Organization) report [Extending social protection to rural populations: Perspectives for a common FAO and ILO approach](#). The report lays out the specific profiles, risks and vulnerabilities of rural populations and explores options to extend social protection coverage to them.

In the context of the [Sustainable supply chains to build forward better project](#), the department developed a fact sheet to address decent work challenges in coffee production in Colombia. A study on decent work in the country's coffee sector was also conducted and validated with national constituents.

Capacity development

In April 2021, the virtual event [Rural Development Academy: Human-centred recovery from the COVID-19 pandemic through decent work in Africa](#) was hosted with the International Training Centre (ITC). The event was attended by 100 participants from government, workers' and employers' organizations, civil society, and academia around the region. During the event, an e-learning course on decent work in the rural economy was launched. This course is available in English, French, Spanish and Bahasa Indonesia, and has been adapted to the Latin American context in collaboration with the Instituto Tecnológico de la Producción – ITP in Peru.

In Indonesia, within the Advancing workers' rights in Indonesia's palm oil sector project, an academy on decent work in the rural economy was held virtually in July and August 2021. It was attended by 105 participants representing 58 institutions across government, workers' and employers' organizations, civil society, and academia.

SECTOR with the support from the Government of Norway is implementing a 4 year development cooperation project in Malawi on addressing decent work deficits and improving access to rights in Malawi's tobacco sector (ADDRESS). Its objective is to support the Government of Malawi and social partners to effectively identify and address labour issues in the tobacco sector and ensure access to fundamental principles and rights at work as a means to improve livelihoods, income and food security.

SECTOR specialists contributed as resource persons in various national, regional and global events, including an event with the UN Department of Economic and Social Affairs (UNDESA); the [INTA \(National Agricultural Technology Institute of Argentina\)-ILO-FAO webinar in Argentina](#) on International Rural Women's Day in 2020; the [NDC \(Nationally Determined Contributions\) Partnership Online peer-to-peer event on social challenges of climate change in the agriculture sector](#); and an [event on celebrating the International Day of Decent Work in Colombia](#), among others.

Policy coherence

SECTOR coordinated ILO's contribution to the UN Secretary-General's Food System Summit and related processes. This included providing support to the participation of the ILO's tripartite constituents – ministries of labour and social affairs and organizations of agri-food workers and employers – in national and independent Food Systems Summit dialogues. Through the participation of Director-General Guy Ryder and other senior officials, the ILO shared its expertise and contributed to the successful and inspiring Food System Pre-Summit, held in Rome in July 2021.

Jointly with IFAD and CARE, the ILO has mobilized strong support around the "Advance Equitable Livelihoods, Decent Work, and Empowered Communities" Action Area culminating in the establishment of a Decent Work and Living Incomes and Wages for All Food System Workers Coalition. The video from this initiative shown at the Summit in September successfully conveyed a message that highlighted the critical role that decent work plays in advancing sustainable food systems and called for all actors to join forces to make it a reality. The Office is focusing its efforts to translate the wide engagement generated through this people's Summit into action and delivery at country level.

SECTOR in collaboration with COOP and the ILO Country Office for Dar Es Salaam joined forces with IFAD to design a project funded by the Global Agriculture and Food Security Program (GASFP) to support the development of agricultural cooperatives and boost the agriculture sector and rural economy with a focus on youth and women.

At the global level, SECTOR worked with the multilateral system to establish or strengthen international alliances on rural economy issues, particularly agriculture and food security:

- ▶ The ILO, FAO, IFAD (International Fund for Agricultural Development) and WHO released a [Joint statement on the Impact of COVID-19 on people's livelihoods, their health and our food systems](#).
- ▶ Within the [Global Donor Platform for Rural Development](#) (GDPRD), SECTOR is engaged in the [technical working group on youth employment](#).
- ▶ The ILO participated in the G20 Agriculture Ministers' Meeting in Florence that released a [Communique](#) emphasizing the centrality of decent work in agriculture to sustainable development.
- ▶ As a member of the UN-wide High-level Committee on Programmes (HLCP) Inequalities Task Team, SECTOR contributed to a briefing note on inequalities and rural services.
- ▶ The ILO has collaborated closely with IFAD in advancing the promotion of decent work in rural economies, with a focus on youth and the African region. The collaboration has advanced at both strategic and programme level.



► Forestry; wood; pulp and paper

The forest sector plays a vital role in poverty alleviation, job creation, food security, action on climate change and biodiversity conservation, among others. While it promotes growth and employment in rural areas, forest is also among the most hazardous sectors for workers, often characterized by decent work deficits such as a high incidence of informality, OSH risks, and lack of social protection.

Knowledge development

In collaboration with FAO, SECTOR developed a [checklist](#) as a practical and participatory tool for employers and workers involved in logging operations to help them assess, implement and continuously improve practical action to prevent, control and mitigate transmission of COVID-19.

Capacity development

SECTOR presented at the BWI (Building and Wood Workers' International) Workers' Voices Webinar Series on Stewardship in forestry and value chains. The discussion focused on the importance of exchanging information and strengthening partnerships to protect workers.

Policy coherence

The department collaborates with the ILO STATISTICS department and FAO on employment statistics in the forest sector. The partnership has included the development of a methodology to collect statistics and the organization of a virtual expert workshop on the significance of the forest sector for employment.



► Mining

The importance of mining to global economic development is undisputed. It has been the backbone of industrialization and is now proving essential to the shift to renewable energy sources as clean energy technologies depend on the production of minerals such as graphite, lithium and cobalt. According to ILO modelled estimates, some 21.4 million workers were employed in mining and quarrying in 2019, of which an estimated 18.3 million were men and 3.1 million were women.

Knowledge development

SECTOR published the [Women in Mining: Towards gender equality](#) study. By applying both a gender lens and the human-centred approach set out in the Centenary Declaration, the study contributes to a better understanding of the challenges faced by women in the mining sector and the measures that are needed to advance gender equality and decent work in the industry. It was prepared with a view to inspiring action by the ILO, its constituents, and partners at all levels to foster a brighter future of work for people in mining operations and communities.

SECTOR subsequently partnered with the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) and International Women in Mining (IWIM) to implement the Women and the Mine of the Future project. Based on ILO statistics collected from our Member States, SECTOR generated novel gender disaggregated statistics related to employment in the mining industry in 10 countries.

The World Bank invited SECTOR to be involved in the [2020 State of the Artisanal and Small Scale Mining Sector](#) report – the most authoritative publication on the challenges and opportunities of the millions of people that work in this important but often informal sector. SECTOR's contribution focused on labour standards and instruments directly relevant to artisanal and small-scale mining. The report also featured a case study from the Philippines on ways to address child labour in artisanal and small-scale mining through formalization.

Development cooperation

Since 2019, SECTOR has supported the project [Promoting a sustainable and resilient natural stone industry in Rajasthan in India](#). With funding from the Government of Flanders, the overall objective is to provide technical guidance to the government and social partners in Rajasthan to develop a state-wide strategy that can pave the way for a sustainable natural stone industry.

During the past two years, the project produced and published the study [Challenges and opportunities for productive employment and decent work in the natural stone mining industry supply chain in Rajasthan](#). The findings were presented to the tripartite constituents in India and to key industry stakeholders in Europe at a virtual meeting in December 2020.

The project subsequently finalized the *Rajasthan Natural Stone Strategy 2021-2025: Sustainably and responsibly enhancing the productivity and competitiveness of Rajasthan's natural stone industry*, which was unveiled in the webinar [Towards a sustainable and resilient stone industry in Rajasthan](#) in September 2021 with the participation of Indian and European stakeholders. The strategy included comments and suggestions developed through consultations with the Government of Rajasthan and social partners in India. It sets out a roadmap for creating an enabling environment for employers and workers to further Rajasthan's position as a responsible destination for investors and buyers of natural stone and to generate decent work in the state.

Additionally, the project produced an OSH flipbook that highlights some of the most common hazards in natural stone production and how these can be eliminated or reduced. Despite the many restrictions due to the COVID-19 pandemic, the project was also able to organize an OSH awareness training workshop with natural stone workers in Rajasthan. During the lockdown, the project also organized a [webinar](#) for the constituents in Rajasthan on COVID-19 preventive measures in the natural stone mining industry in which the [COVID-19 and mining checklist](#) was presented.

Policy coherence and partnerships

In 2020, SECTOR addressed the Masoyise Health Programme high-level seminar on “Reprioritising TB, HIV and NCDs in the era of COVID-19”, also focusing on the COVID-19 crisis and its effects on the mining sector. SECTOR also participated in the panel organized by the Intergovernmental Forum on Mining (IGF) – [Employment in Mining During COVID-19: Impacts, responses and future outlook](#). Later, during the [2021 Annual General Meeting](#) of the IGF, SECTOR contributed to the panel on Thinking Forward: Building gender equality in the mine of the future.

In 2021, SECTOR also participated in several other panels. These included a panel on mining and society at the Financial Times Commodities Summit; a panel to share the ILO’s work to advance gender equality in the mining sector at World Bank’s Second Global Conference on Gender in Oil, Gas and Mining; and the Gender (in)equality in the mining industry panel during the IndustriALL Global Union Women in Mining Global Network Meeting.



► Chemical industries

The chemical industry is of strategic importance to the sustainable development of national economies. At the same time, the improper use of chemicals can have adverse consequences for humans and the environment.

Global competition has rapidly changed the world map of chemical production and consumption. Greater competitiveness and uncertainty have triggered restructuring processes with significant implications for employment and earnings, composition of employment and working conditions in general.

Policy coherence and partnerships

These industries constantly evolve in response to technological advances and other drivers of change. The ILO was invited to join a World Economic Forum (WEF) initiative with participants from several companies and from the International Trade Union Confederation (ITUC) to discuss opportunities and challenges of the “biomanufacturing revolution”. The ILO contribution to the World Economic Forum’s White Paper focused on the need to formulate and implement policies to develop the skills required by these rapidly evolving industries in close collaboration with employers and workers, and in line with the Points of Consensus of the 2018 [Global Dialogue Forum on Challenges for Decent and Productive Work Arising from Digitalization in the Chemical and Pharmaceutical Industries](#).

As part of the [Sustainable supply chains to build forward better](#) project, SECTOR is currently undertaking new research on decent work opportunities and challenges in [rubber glove production in Malaysia](#). Additionally, SECTOR organized several consultations with its constituents in the country to develop new and improve existing guidance and tools to address concerns of forced labour among vulnerable migrant workers. These consultations also aim to encourage investment in the skills the industry and its workers need to benefit from the industry’s ongoing transformation. The work in Malaysia is implemented in close collaboration with other ILO projects and the US Department of Labor.



► Mechanical and electrical engineering

The electronics industry is a prime example of a “propulsive industry” – it significantly influences economic growth and enhances overall productivity across other sectors and entire economies. Simultaneously, the increasing demand for electronics has resulted in the rapid growth of e-waste.

Knowledge development

In preparation for an upcoming working paper on the future of work in the electronics industry, SECTOR collaborated with ILO statisticians to update existing employment data. According to modelled ILO estimates, the industry provided direct employment opportunities to more than 25 million workers in 2019, of which 60 per cent were women. China accounted for 60 per cent of all electronics manufacturing employment.

Development cooperation

SECTOR is undertaking new research on decent work opportunities and challenges in the [electronics supply chains in Viet Nam](#) in the context of the [Sustainable supply chains to build forward better](#) project. Furthermore, several consultations have been organized with constituents in the country to address decent work deficits and create an enabling environment for sustainable enterprises. The [work in Viet Nam](#) is implemented in close collaboration with other ILO projects funded by Apple, the US Department of Labor and the Government of Japan.

To generate a better understanding of the implications of advances in information and communication technology (ICT) for the world of work, SECTOR has been implementing the Future of Work in Information and Communication Technology project since 2017. The project has carried out in-depth research on anticipated needs for skilled ICT workers and good practice strategies to address labour shortages, including ways to scale up investments in ICT education, training and lifelong learning, and to better govern international labour migration.

In 2020, SECTOR published the second of two in-depth reports: [Skills shortages and labour migration in the field of information and communication technology in Canada, China, Germany and Singapore](#). Later that year, SECTOR combined the findings of the first two reports and published the [Synthesis report: Skills shortages and labour migration in the field of information and communication technology in Canada, China, Germany, India, Indonesia, Singapore and Thailand](#), which sets out 10 policy responses to advance decent work opportunities in the digital economy. In September 2020, the ILO and Sophia University of Japan co-organized a Global Research Webinar entitled [Towards a brighter future of work in the digital economy](#) to disseminate the key findings and recommendations.

Policy coherence and partnerships

SECTOR continued its engagement with the United Nations E-waste Coalition, which the ILO helped create to raise awareness of e-waste and to promote decent work in the management of what has become one of the fastest-growing waste streams in the world.

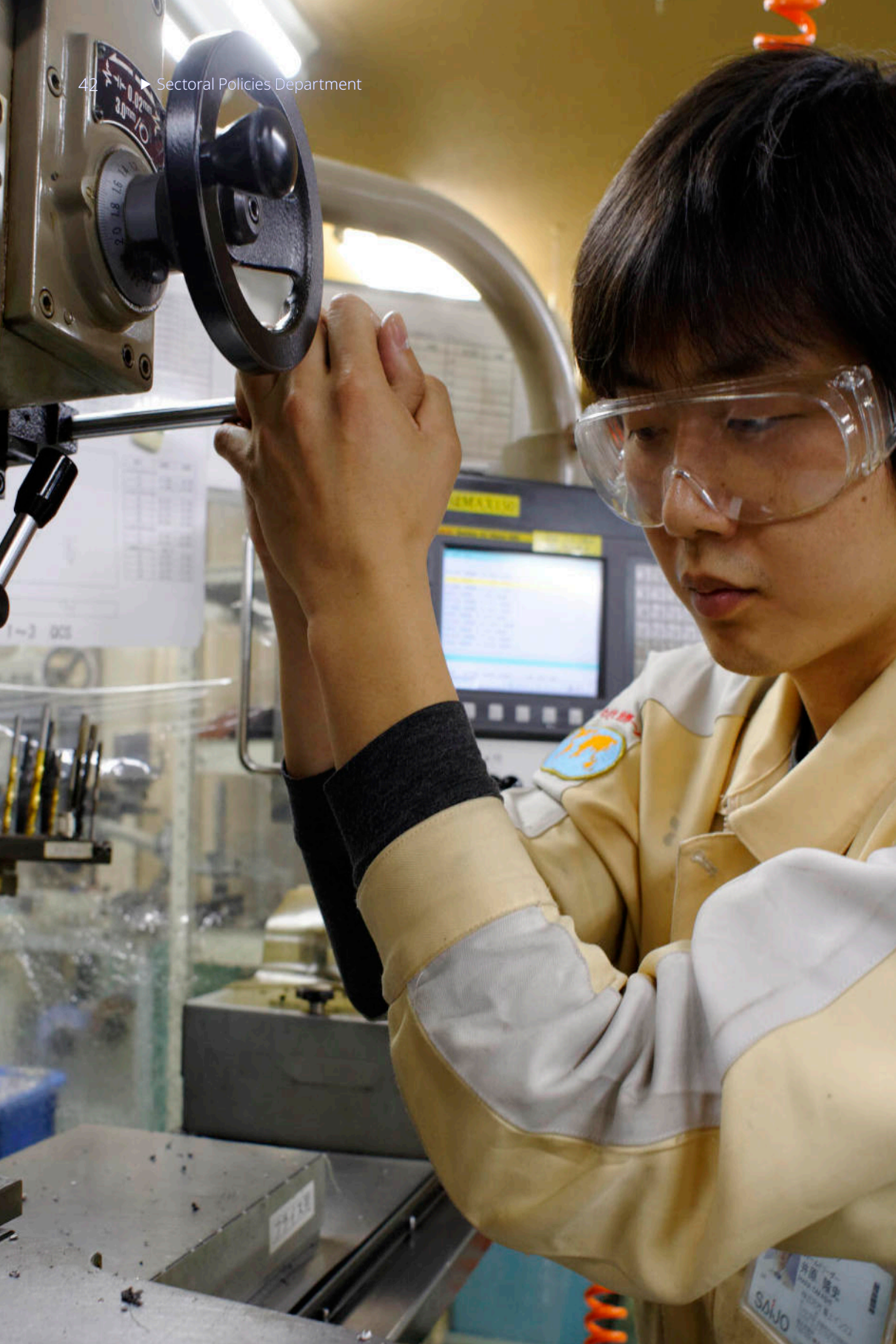


► Oil and gas production

The oil and gas industry contributes significantly to world trade, economic growth, productive employment and decent work. Simultaneously, the industry is faced with increasing pressure to reduce its large environmental footprint and other negative impacts. A defining challenge of the industry and its workers is to ensure that the energy transition becomes a just transition that generates new opportunities for decent work and leaves no one behind.

Knowledge development

SECTOR is working with the ILO Office for the Andean Countries to produce a national case study that will highlight the scope of the energy transition in Colombia, the associated challenges and opportunities for advancing decent work, and the policy recommendations for ensuring a just transition with the active engagement of oil and gas employers and workers.



SAKJO
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► Transport equipment manufacturing

The automotive industry has rightly been called the “industry of industries.” It is an engine of growth, trade, productivity, innovation, and jobs in many Member States. At the same time, the industry has a large environmental footprint. Coupled with concerns about working conditions in its complex supply chains, it is faced with increasing pressure to reduce its adverse effects and advance decent and sustainable work.

The COVID-19 crisis has had a severe impact on the automotive industry. The pandemic came at a time when the industry was already undergoing a profound transformation due to the emergence of electric vehicles, digitalization and other technological advances, climate change, demographic shifts, and a new and uncertain era of globalization.

Consensus building

These topics were at the forefront of deliberations at the [Technical meeting on the future of work in the automotive industry](#) which took place in February 2021. 165 representatives from governments, trade unions and industry associations attended the ILO’s first virtual sectoral meeting and unanimously adopted a set of wide-ranging [conclusions](#). These focus on the need to invest in skills development and lifelong learning, address gender gaps, improve OSH, and strengthen institutions of work to ensure adequate protection of all workers in the industry and its domestic and global supply chains. Sustainable industrial policies were highlighted as key to building forward better and to investing in decent and sustainable work.

Knowledge development

In preparation for the technical meeting, SECTOR published the issues paper [The future of work in the automotive industry: The need to invest in people’s capabilities and decent and sustainable work](#).



► Textiles; clothing; leather; footwear

The textiles, clothing, leather and footwear sector is key to the economic and social development of many developing and emerging countries. It is a key entry point to global supply chains and export markets. The highly labour-intensive sector provides employment opportunities to over 60 million people and has helped lift millions more out of poverty. Nevertheless, the sector's growing environmental footprint and the prevalence of poor working conditions have caused labour and environmental advocates and many consumers to conclude that the current model of consumption, production and organization of work is unsustainable. The devastating impact of COVID-19 has further highlighted the need for a more resilient, inclusive and sustainable sector.

Consensus building

In October 2021, SECTOR organized a [Meeting of Experts](#) that adopted an ILO [Code of practice on safety and health in textiles, clothing, leather and footwear](#). The Code is the first of its kind. It provides comprehensive and practical advice on how to eliminate, reduce and control all major hazards and risks. In response to demands from constituents around the world, the Code has been translated into 14 languages.

SECTOR also organized the regional sectoral meeting [Towards a More Resilient, Inclusive and Sustainable Garment and Textiles Sector in Asia and the Pacific](#) in collaboration with Better Work and the [Decent Work in the Garment Sector Supply Chains in Asia project](#) in October 2021. During the meeting, some 80 representatives from 10 major garment producing nations across Asia reaffirmed the need to build forward better from the COVID-19 pandemic while proactively managing key drivers of change impacting the industry.

In March 2021, SECTOR, in partnership with the Brazilian Cooperation Agency (ABC) and the Brazilian Cotton Institute (IBA), organized the [South-South Cooperation Webinar on future skills needs in the garment and textile sectors: Brazil, Ethiopia, Jordan and Peru](#). Experts presented new research

on current and future skills needs in the textile and apparel sectors of the four countries. Participants subsequently discussed ways to invest in the development of skills that will allow the industry and its workers to face rapid and profound technological, environmental, demographic, economic and trade changes that will affect the entire supply chain in the coming years – from cotton growing to manufacturing and retail.

Knowledge development

In addition to the above-mentioned Code of practice, SECTOR also drafted a paper on a just transition in the textiles, clothing, leather and footwear sector. The paper explores how the *ILO Guidelines for a just transition towards sustainable economies and societies* for all can serve as a framework for action to simultaneously advance decent work, circularity and environmental sustainability in the industries.

SECTOR collaborated with the Office of the Deputy Director-General for Policy, Better Work and other colleagues in the ILO Apparel Task Team to finalize the *One ILO Action Framework for the Textiles & Clothing Sector*. The Framework presents how various ILO units and offices can coordinate ongoing and future activities to better assist the constituents in their efforts to advance decent work in the industries.

To contribute to the increasing body of knowledge, SECTOR developed and implemented a research project on the future of skills in the industries. Funded by the Government of the Netherlands, the project partnered with other ILO programmes (e.g. Better Work, Skills Up and the South-South cotton projects) to support the finalization of studies to anticipate existing and future demand for skills in textiles and garment industries in Brazil, Ethiopia, Jordan and Peru. Findings were validated by tripartite constituents in the four countries, who adopted recommendations on how to develop the needed skills. This work inspired other countries in Asia to anticipate existing and future skills needs. In response, SECTOR developed a new project on the future of skills in garment and clothing in Viet Nam. It will be implemented next biennium with funding from the governments of Japan and the Netherlands.

Development cooperation

As part of the [Sustainable supply chains to build forward better project](#), SECTOR is researching decent work opportunities and challenges in [textiles manufacturing in Madagascar](#). Additionally, SECTOR organized multiple consultations with its constituents there to strengthen compliance with the national labour law, promote respect for human and labour rights, improve OSH at work, address violence and discrimination, invest in skills and the creation of an enabling environment for sustainable enterprises in the sector. The work in Madagascar is implemented in close collaboration with the Better Work programme and the Vision Zero Fund.

Policy coherence and partnerships

SECTOR helped create the UN Alliance on Sustainable Fashion, which brings several United Nations' and other multilateral agencies together. The Alliance continues to jointly advocate for ways to reduce the negative impact of fashion and to promote innovative methods by which the industry can increase its contributions to achieving the Sustainable Development Goals. In this regard, SECTOR has stepped up its collaboration with the United Nations Environment Programme (UNEP) to simultaneously advance environmental sustainability, circularity and decent work.

Continuing its collaboration with the OECD to advance decent work and responsible business conduct, in 2020-21 SECTOR coordinated the ILO's participation in several sessions at the OECD Forums on due diligence in garment and footwear. In 2020, it hosted a session with representatives of the tripartite constituents and key stakeholders on ways to address violence and harassment in the industries, in line with and in order to promote the ILO Convention on Violence and Harassment Convention, 2019 (No. 190).



► Shipping; ports; fisheries; inland waterways

Ships carry more than 80 per cent of world trade, whether in containers or through the bulk transport of raw materials, including food. There is increased awareness of the vital role of ships and seafarers in global supply chains. This is particularly due to the impact of COVID-19 and actions to contain it, which have led to seafarers being unable to join and leave ships and other serious problems. Shipping is one of the most international of sectors, requiring global solutions to labour issues to ensure its economic, social and environmental sustainability.

Ports are a critical component of supply chains and a point of exchange between the different transport modes (sea, road, railways and inland waterways). They provide key infrastructure in support of international trade and the global economy.

More than 39 million people work in capture fishing. The sector faces pressures, such as decent work challenges, climate change, over-fishing, and illegal, unreported and unregulated (IUU) fishing. Forced labour, trafficking, child labour and high injury and fatality rates also remain a matter of great concern.

Inland waterways provide a sustainable mode of transport of goods and persons, particularly in countries that lack infrastructure. Existing decent work deficits in inland navigation are mainly due to a weak labour and social regulatory framework at international, regional and national levels, poor enforcement, weak institutions, and lack of training. As in many other contexts, COVID-19 has exacerbated prevailing working conditions and negatively affected the sector.

Policy coherence

SECTOR represents the ILO in [UN-Oceans](#) and each year prepares the [ILO's submission](#) to the report of the Secretary-General on Oceans and Law of the Sea. It also represents the ILO at meetings of other UN-agencies concerned with shipping, fishing, ports and inland navigation. Following decisions of ILO sectoral meetings, it has worked closely with FAO and the International Maritime Organization (IMO), including through numerous virtual meetings and webinars, in a coordinated effort to promote the ratification and full implementation of key international instruments in the fishing sector, such as the [Work in Fishing Convention, 2007 \(No. 188\)](#).

The impact of COVID-19 on the shipping sector has led to near-constant contact and consultation with ILO's constituents in the sector. In collaboration with the International Labour Standards Department (NORMES), SECTOR worked to highlight the problems experienced by seafarers, as well as fishers. These include crew changes (at one point 400,000 seafarers were trapped at sea, working well beyond the dates specified in their seafarer employment agreements) and access to medical care ashore, among other matters that considerably affected seafarers' mental and physical health as well as the sector's sustainability.

Consensus building

In 2020, a subsidiary body of the Special Tripartite Committee (STC) of the Maritime Labour Convention updated two sets of guidelines: the [Guidelines for flag State inspections under the Maritime Labour Convention, 2006 as amended](#) (second revised edition) and the [Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006 as amended](#) (second revised edition).

In April 2021, NORMES and SECTOR organized the first part of the fourth meeting of the Special Tripartite Committee. The virtual meeting resulted in the adoption of a [Resolution concerning the implementation and practical application of the MLC, 2006 during the COVID-19 pandemic](#) and a [Resolution concerning COVID-19 vaccination for seafarers](#).

The bipartite Joint Maritime Commission's Subcommittee on the Wages of Seafarers also met virtually in two sessions during which they agreed to an [interim adjustment](#) to the minimum monthly basic pay or wage figure. The Governing Body authorized the Director-General to notify the revised amount to the Members of the ILO and approved the convening of the next meeting of the Subcommittee in the first half of 2022.

Development cooperation

To promote the [Portworker Development Programme II in bulk terminals](#) (PDP II), SECTOR collaborated with the ILO's International Training Centre in Turin (ITC Turin). With the support of the Republic of Korea, SECTOR and ITC Turin held a [Training of Trainers](#) virtual workshop in September and October 2021 with the use of the PDP II e-campus platform, developed by SECTOR in 2018. The participants from seven countries (India, Iran, Mozambique, Nigeria, Qatar, Somalia and Turkey) are expected to train port workers in their country with the advanced training tools, which will contribute to fostering a decent working environment in ports. Additionally, SECTOR continues to

freely provide all training materials for PDP I (container terminals) and PDP II (bulk terminals).

As part of the [Sustainable supply chains to build forward better project](#), SECTOR is researching decent work challenges and opportunities across the fishing supply chain in Namibia, and the impacts of the COVID-19 crisis. In this context, several consultations have been organized with the National Tripartite Advisory Committee (NTAC), a forum for tripartite partners to provide technical and strategic guidance to promote synergy and coherence of the project activities. SECTOR has initiated a preliminary literature review and developed research tools, which are currently being used for primary data collection in the field via key informant interviews, focus group discussions and surveys with workers and employers.

Knowledge development

The [ILO training package on inspection of labour conditions on board fishing vessels](#) responds to the need for training material while being consistent with the requirements of the Work in Fishing Convention, 2007 (No. 188), to the [Guidelines on flag State inspection of working and living conditions on board fishing vessels](#) and to the [Guidelines for port State control officers carrying out inspections under the Work in Fishing Convention, 2007 \(No. 188\)](#). It seeks to promote cooperation and coordination among the many authorities that may have a role in the inspection of living and working conditions on fishing vessels, with the aim of ensuring decent work for all fishers.

In December 2021, SECTOR finalized a study focusing on the Mekong river system. It addresses all essential aspects concerning labour conditions of crews in the inland navigation sector. The study is part of the research undertaken in several regions (Asia, Europe and Latin America) with a view to offering a solid basis for discussions at the upcoming Technical meeting on decent and sustainable work in the inland waterways sector in the 2022-2023 biennium.

► Transport (including civil aviation, railways, road transport)

The aviation sector ensures international mobility, aids in the combat against pandemics by delivering much-needed medicine and medical equipment and keeps global supply chains functioning for time-sensitive or valuable freight. While the sector has experience in dealing with previous epidemics, the effects of COVID-19 were immediate and significant. Multiple actions at the national and international levels are planned and have been put into motion to ensure the industry's recovery.

The road transport sector is strategically essential to social and economic development and ensures passenger and freight mobility across jurisdictions and countries. Road infrastructure investments and operations have strong impacts on other sectors of the economy.

In some countries, railways play a key role in transporting people and goods, facilitating trade and tourism, and creating sustainable economic growth. In recent decades, staffing patterns have evolved, ownership has changed, and technological and environmental factors have impacted industrial relations, for both passenger and freight operations.

Urban passenger transport mobility is one of the foundations of the functioning and inclusive development of cities and territories, especially as cities and urban agglomerations play a critical role in several aspects of effective and sustainable mobility and urban passenger transport services.

Consensus building

From travel restrictions to flight cancellations, the airline industry has been one of the hardest-hit by the COVID-19 pandemic. In preparation for the 2022-2023 Technical meeting on a green, sustainable and inclusive economic recovery for the aviation industry, SECTOR carried out research on OSH and an international comparative regulatory overview on flight time and duty time limitations for flight personnel (cabin crew and pilots).

A [Technical meeting on the future of decent and sustainable work in urban transport services](#) took place in September 2021. The [Conclusions](#) of the Meeting highlight that a just transition to low-carbon modes of transport, the formalization of informal transport services and the expansion of public transport infrastructure will be crucial to achieve the climate change targets set out in the 2030 Agenda for Sustainable Development.



Knowledge development

In 2020-21, SECTOR commissioned preliminary research 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.



► Hotels; tourism; catering

In recent decades, tourism has been one of the most dynamic and rapidly growing economic sectors. Tourism, including the accommodation and food services subsectors, provides livelihoods for millions of people and prior to the crisis accounted for [a quarter of all new jobs generated globally](#). However, the unprecedented impact of the COVID-19 pandemic dramatically changed this. Globally, employment in accommodation and food services suffered the [single largest decline](#) of any economic sector in 2020 (- 9.4 per cent). As travel begins to recover from the crisis, with international tourism not expected to recover to 2019 levels before 2024, coordinated policy efforts at both international and national levels are needed in consultation with governments, employers' and workers' representatives to rebuild the sector.

Consensus building

In 2021, SECTOR organized a [tripartite regional meeting](#) on the future of work and sustainable COVID-19 recovery in tourism in Latin America and the Caribbean. The meeting underlined the role of eco-tourism and rural tourism in ensuring inclusive, sustainable and resilient recovery.

In 2020-21, SECTOR also participated in a number of high-level events and forums in the sector, including the [UNWTO Global Crisis Committee meetings](#), the [G20 Working group and the Tourism Ministers' meetings \(Saudi and Italian presidencies\)](#) and the [Organization for Economic Cooperation and Development \(OECD\) Tourism Committee Meetings](#).

Knowledge development

In Latin America, the department contributed to a study on [sustainable recovery in the tourism sector](#) and its role for inclusive and productive transformation of rural areas was published.

A [checklist](#) was designed to help implement and continuously improve practical action to prevent and mitigate the spread of COVID-19 in accommodation and food service activities.

SECTOR worked closely with UNWTO and other UN Agencies on the Secretary General [Policy Brief: Covid-19 and Transforming Tourism](#).

Capacity development

As part of a training on decent work, sustainable tourism and short rural supply chains SECTOR coordinated two virtual webinars: Decent Work and Sustainable Tourism, and The Impact of COVID-19 and Policy Responses to Promote the Sector's Recovery. SECTOR also organized an online [Forum on Responsible, Sustainable, and Inclusive Tourism Post-Covid-19](#).

In collaboration with the ILO Decent Work Technical Support Team for the Andean Countries (DWT-Lima) a community tourism guide in Bolivia was developed.

Policy coherence

In Latin America, in collaboration with the Regional Office the multi-stakeholder platform [Mesas Ejecutivas](#) advanced inclusive productive transformation and formalization in tourism in [Ecuador](#) and in [Costa Rica](#) by facilitating social dialogue between actors in the local tourism industry.



► Construction

The construction industry covers a wide range of projects and products; the enterprises involved are equally diverse. Its significant job creation potential comes from its labour-intensive nature and strong links with other economic sectors. While the construction industry can generate jobs for large numbers of people, these often come without job security, and the labour conditions vary widely around the world. Efforts to stimulate growth and productivity in the sector are important for promoting decent work and more sustainable building practices.

Capacity development

SECTOR provided technical advice on several country-level activities on the sector, including in Georgia (on scaffolding), Pakistan (on women in the construction sector), and Tajikistan (on gender equality in infrastructure development projects).

The [COVID-19 action checklist for the construction industry](#), developed by LABADMINOSH with inputs from SECTOR, provides practical measures designed to support workplace safety.



► Health services

The health sector and its workforce have been heavily impacted by COVID-19. In several countries, the pandemic has placed further strain on already overburdened and underfunded public health systems. An initial lack of personal protective equipment (PPE) as well as guidance on its usage posed risks to the health of many of the sector's 136 million workers. Many health workers have faced heavy additional workloads and [long working hours](#) with insufficient rest periods. In addition, the predominantly female workforce (globally, over 70 per cent of the workforce) was often confronted with the challenges of balancing the increased workload, the anxiety of spreading the virus to loved ones and the management of their care responsibilities at home. In a sector that must ensure 24-hours-a-day services seven days a week, these demands have harmful effects on both the wellbeing of health workers and the quality of care. Altogether, the pandemic has exacerbated challenges in recruiting, deploying, retaining and protecting well-trained, supported and motivated health workers. Sustainable investments in the health workforce and support for social dialogue and collective bargaining in combination with the engagement of stakeholders in developing and communicating good practices and guidelines are needed to advance decent work.

Knowledge development

In 2020-21, SECTOR worked jointly with the WHO to produce a [policy brief](#) and a technical guide for the development and implementation of OSH programmes for health workers. The guide provides an overview of the necessary elements of OSH programmes at national, subnational and facility levels, as well as practical advice for the development and implementation of such programmes with the participation of representatives of employers' and workers' organizations along with other relevant stakeholders.

In response to the COVID-19 challenges, in collaboration with field colleagues, SECTOR organized numerous trainings to enhance knowledge on OSH to improve the protection of health workers based on the [HealthWISE](#) tool and the [COVID-19 checklist for health facilities](#) (published 2020). Trainings were conducted in Benin, Chad, Mali, Occupied Palestinian Territories, Pakistan, Senegal, South Africa and Togo.

Technical cooperation

SECTOR continued to coordinate the ILO contribution to the joint WHO, ILO and OECD Working for Health (W4H) programme. Established in 2017, the programme provides catalytic support to governments, social partners and key stakeholders to develop, finance and implement multi-sectoral national health workforce strategies and investment plans. These aim to improve the number and employment of trained health workers, create decent jobs, maximize the performance of health workers, and accelerate progress towards Universal Health Coverage (UHC). Building on the work in 2019, through the W4H programme the ILO supported 15 countries, 2 regional economic communities and the development of 3 global products.¹ Country level work mainly aimed to strengthen social dialogue in the sector as well as health worker protection. Regional work contributed econometric studies on health employment to health workforce strategies. At the global level, an analysis of labour force survey microdata contributed to expanding and improving analysis of data on the workforce in the health sector. A series of studies also examined skills recognition processes in the context of health worker migration.

Policy coherence and partnerships

Building on the work in 2019 to support the development of a Southern African Development Community (SADC) health workforce strategic framework 2020-2030, in 2020, SECTOR continued to assist in the development of a budgeted and prioritized implementation and investment plan. The conclusions of the 2019 ILO tripartite technical workshop for the SADC region – Investing in the health workforce: employment and decent work in the health sector – provided a significant contribution to the strategy process and ensured enhanced collaboration and coordination mechanisms among governments, workers, employers and other relevant stakeholders to promote decent work in the health sector.

¹ **Countries:** South Africa, Guinea, Rwanda, Niger, Benin, Chad, Mali, Mauritania, Sudan, Occupied Palestinian Territories, Pakistan, Sri Lanka, Kyrgyzstan, Nepal, Cambodia;

Regions: Southern African Development Community (SADC), West African Economic and Monetary Union (WAEMU); **Global products:** International Platform on Health Workforce Mobility, Inter-Agency Data Exchange (IADEx); COVID-19 HealthWISE checklist App.

In 2020, the ILO became signatory of the [Global Action Plan for Healthy Lives and Well-being for All](#). SECTOR is the focal point for the Primary Health Care Accelerator and engages in leveraging existing platforms and collaborations to strengthen primary health care, including decent work for the health workforce.



► Public services

The public sector accounts for a high proportion of employment in most nations around the world. In many countries, the state has come to play a greater role during the pandemic. As a result, public services have been placed at the forefront of service provision. Decent work and social dialogue continue to be key contributors to public sector efficiency, performance and equity. Moreover, improving the capacity of public service stakeholders to engage in meaningful social dialogue through appropriate and sustainable mechanisms is crucial to advance good governance, national development and poverty alleviation.

Consensus building

SECTOR began the biennium with news that a new labour law entered into force in Montenegro following the Ratification of the ILO Convention on labour relations (public service) Convention, 1978 (No. 151). The new law integrated the Convention's guarantees and expanded the role of collective bargaining in establishing the working conditions of public servants. In 2020-21, the department also provided technical assistance to the government of Lesotho by drafting and validating a comparative analysis that identified gaps in the country's public service legislation and recommended reforms to ensure compliance with the Convention with a view to ratifying it. In addition, support was provided to the governments of Madagascar and Botswana, which had ratified the Convention, and the Confederation of South African Trade Unions (COSATU) following the tripartite validation of a comparative analysis on the Convention in 2018.

Knowledge development

In 2020-21, SECTOR published three working papers on social dialogue in the public service in selected ASEAN member states as well as in selected African and South Asian countries. These working papers finalized the implementation of the recommendations made by the Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service, held in Geneva in 2014. Additionally, SECTOR published a working paper on the working conditions of subnational workers in selected countries in Latin America.

The department delivered information sessions on Convention No. 151 to multiple governments and social partners. These took place during a training on collective bargaining and wages (November 2020), at the High Level Tripartite Workshop for Validation of the Country Report on Collective Bargaining in Zanzibar (October 2021), and the national workshop on negotiating skills for strengthened social dialogue and collective bargaining for trade union leaders in Burundi. SECTOR also contributed at the Validation Workshop on the reviewed Decent Work Act in Liberia as well as at the launch event for a project on the implementation of the new EU Directive on transparent and predictable working conditions. The latter was hosted by the European Public Service Union (EPSU), the European Confederation of Police (EuroCop), and the European Organisation of Military Associations and Trade Unions (EUROMIL).

Policy coherence and partnerships

In the context of the COVID-19 pandemic, SECTOR delivered several information sessions on labour standards. During a webinar in May 2021 organized by the Organization for Security and Organization in Europe (OSCE), the Geneva Centre for Security Sector Governance (DCAF) and EUROMIL, SECTOR participated in a conference on Military Personnel's Right to Health. SECTOR also discussed labour standards affecting solid waste workers during the conference on Local public services: keeping frontline workers safe organized by United Cities and Local Governments (UCLG) and Public Services International (PSI). In September 2020, contributions were made to a session on Local public service continuation and workers' safety at times of Covid-19 held during the UN Office for Sustainable Development (UNOSD) International Mayors Forum.



► Postal services

The postal sector plays a key role in advancing socio-economic development through affordable, efficient, and universal provision of postal services. According to the Universal Postal Union (UPU), [designated operators employ 5.3 million employees](#) worldwide – a decline of 6% over the past decade but an increase in the share of part-time staff.

COVID-19 has disrupted the international flows of postal services through the closure of airports, with an increasing number of [postal items “stranded” in the “logistical no man’s land”](#) between sender and receiver. Yet, as the pandemic has highlighted, postal sector operators and workers are not only essential to ensuring access to goods throughout the world but also to expanding the provision of important services, including social and health services.

Policy coherence

As part of the collaboration with the Universal Postal Union to advance decent work in the postal sector, the department provided technical inputs for the preparation of a [Guide to Postal Social Services](#), published in April 2021, ensuring issues of working conditions and postal workers’ representation are included. The Guide provides examples, case studies, and policy considerations on the role of the global postal system in supporting public health, education, and social welfare as well as its role in providing an essential basic infrastructure for supporting social and economic well-being throughout the world.



► Utilities

Utilities play a vital role in economic and social development. In recent years there has been a trend towards privatization in the sector. This may affect job security and working conditions. The development of new technologies presents opportunities to improve efficiency and safety in the workplace. Meanwhile, to address recruiting challenges – products of a severe gender imbalance and an increasing average age of workers in the sector – measures are needed to make employment more attractive and accessible to young people. Coordinated efforts by governments, workers and employers at multiple levels are necessary to propose effective solutions that advance decent work.

Knowledge development

In October 2021, SECTOR and the ILO Decent Work Team for South Asia organized a tripartite Subregional workshop on Decent Work for Sanitation Workers. It included participants from Bangladesh, India, Maldives, Nepal and Pakistan, and the collaboration of all country offices in the sub-region. Sanitation workers who work on faecal sludge management (pit emptiers, toilet cleaners, sewer and manhole cleaners, and faecal sludge transporters) are one of the groups of workers left furthest behind in the achievement of SDG 8 (decent work and economic growth), discriminated against for their caste, religion or social status, and affected severely by COVID-19. This workshop was the ILO's initial contribution to the Initiative for Sanitation workers (see below, under policy coherence). The background note drafted for the workshop was translated into all national languages, as well as to Sinhalese and Tamil. The participants made recommendations for future action, and SECTOR produced a report of the discussions to which participants can refer when planning the corresponding activities.

Following the validation workshop for the revised self-training handbook on access to water, sanitation and hygiene in workplaces (WASH@Work) in tea plantations in Malawi, SECTOR and the Country Office for Zambia, Malawi and Mozambique (Africa) translated the handbook to Chichewa, the majority language of Malawi. This was requested by the participants in the workshop and will be used in future ILO projects in the rural economy.

Policy coherence and partnerships

In 2020-21, SECTOR participated in the Initiative for Sanitation Workers with WHO, the World Bank, WaterAid and SNV. Together they organized a photo exhibition in January and February 2020. This initiative led to the above-mentioned workshop on the same subject and was featured in the activities for World Toilet Day (19 November), organized by UN-Water. SECTOR also participated actively in the meetings and activities of UN-Water, promoting the WASH@Work self-training handbook and the policy brief on Handwashing and COVID-19.

In addition, an information session was delivered on Local governments, work and WASH in times of Covid-19: Africa, Asia and the Pacific during the UN Department of Economic and Social Affairs (UN-DESA) webinar entitled Delivering Basic Services to Leave No One Behind - Closing the WASH Gap. The webinar addressed how best to extend public services to vulnerable communities to and how to close the WASH gap from an ILO perspective.



► Education

In 2020, school closures imposed to limit the spread of COVID-19 disrupted the education of approximately 1.58 billion learners as well as the work of millions of educators and support personnel. Teachers and schools have been responsive and creative. Where possible, schools have embraced technology and distance learning to mitigate the impact of school closures, accelerating the current trend towards digitalization in education. Nevertheless, many teachers were unprepared for the demands of distance teaching. This was compounded by imbalances in schools' access to resources to adapt to the crisis. The current situation has aggravated existing challenges such as the shortage of trained teachers, the related failure to attract young professionals to teaching, and the increasingly expanding and demanding roles of teachers.

Consensus building

In May 2021, SECTOR convened a [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](#). Attended by over 180 participants, the meeting discussed labour and professional issues regarding education personnel in these areas with a specific focus on the impact of technology, labour market demands and global trends in the education sector. The meeting adopted conclusions that give governments, employers and workers a strong mandate to invest in quality education, training and decent work for educators. Participants emphasized that education is a human right, a public good

and a public responsibility, not a commodity. The meeting also underlined that the private sector has a role in the provision of quality education. In October 2021, SECTOR and UNESCO hosted the [14th Session of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel](#). Established in 1967, the joint Committee meets every three years to review the application of the ILO/UNESCO Recommendation concerning the Status of Teachers (1966) and the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel (1997). Composed of independent education experts from around the world, the Joint Committee examined numerous issues affecting teaching personnel, including teacher education in the 21st century, teaching as a collaborative profession, and teacher professionalism. It also adopted a statement on Recognizing teacher professionalism in the post-pandemic recovery.

Knowledge development

In December 2021, SECTOR concluded a project funded by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) entitled [Digitalization, the future of work and the teaching profession](#). It examined the impact of new technologies on learning environments, how learners learn and the work of teachers in five countries in Eastern Africa. The project focused on the period before and the early responses to the COVID-19 pandemic, producing ten studies as well as a synthesis report. The studies provide measures for countries to consider when undertaking digital transformations in the education sector, with a focus on placing teachers at the centre of realizing equitable and quality digital education services. Building on this work, SECTOR launched a second phase to the GIZ-funded project entitled Teaching and the teaching profession in a digital world: COVID-19 and beyond, which expanded the research scope to other regions in Africa as well as Europe. In addition to completing country studies, the second phase will organize national workshops that bring together governments and employers and workers' organizations to develop policy recommendations for digitalization in education.

Technical cooperation

In the 2020-21 biennium, the department continued to provide technical support on social dialogue in four countries in Africa through the initiative on [Strengthening multi-partner cooperation to support teacher policy and improve learning](#), funded by the Norwegian Agency for Development Cooperation (Norad). In October 2021, through the initiative, SECTOR, in partnership with Education International, organized a session on social dialogue in education. It brought together government and teachers' representatives and other education stakeholders to exchange experiences and discuss challenges in relation to social dialogue in education.

Policy coherence and partnerships

SECTOR also collaborated with UNESCO and other partners on education workforce issues through various multilateral education structures, including the [International Task Force on Teachers for Education 2030](#) and the [Global Education Coalition](#).



► Media; culture; graphical

The sector encompasses different types of businesses – publicly-funded or privately-owned. The nature of the work also varies, including artistic, technical and IT occupations. Its diversity of employment arrangements can offer independence, flexibility and employment opportunities. However, this also give rise to several challenges such as access to social security benefits, implications for working conditions, including OSH, remuneration systems, as well as the entitlement of workers to participate in collective bargaining and enjoy freedom of association. Many of these existing challenges have been aggravated by the job losses and drastic decrease in economic returns resulting from the global pandemic.

Consensus building

In January 2020 the ILO held a [Global Dialogue Forum on Decent Work in the World of Sport](#), which discussed current and emerging issues. The meeting adopted wide-ranging points of consensus on opportunities for and challenges to decent work in relation to athletes, including the importance of respect for fundamental principles and rights at work.

Knowledge development

In 2021, SECTOR published a working paper in collaboration with the Social Protection Department, on [Social Protection in the Cultural and Creative Sector – Country Practices and Innovations](#). The paper reviews policy and legal frameworks in selected countries that have pursued specific solutions to extend social security in the creative and culture sector (CCS). It also offers an overview of social protection measures put in place by governments in the culture and creative sector during the COVID-19 pandemic. The paper is accompanied by a policy brief on [Extending social protection to the cultural and creative sector](#) and a [video](#).

SECTOR collaborated with the [Cooperative Branch on an analysis of Cooperatives and the wider social and solidarity economy as vehicles to decent work in the culture and creative sector](#). Considering the upcoming general discussion on the social and solidarity economy (SSE) for a human-centred future of work at the 110th Session of the International Labour Conference in 2022, this brief highlights how SSE units in the culture and creative sector can contribute to advancing rights at work, improving the

quality of jobs, ensuring access to social protection and fostering local economic development.

In order to inform the application of the Convention on Violence and Harassment in the world of work, 2019 (No. 190), SECTOR and ACTRAV collaborated on a [policy brief analysing trends and patterns of sexual harassment in the entertainment industry](#). The analysis looks at the legal and political landscape around sexual harassment protection, and it explores policy options for expanding and promoting the prevention of sexual harassment in the industry.

Capacity development

In October 2021, SECTOR participated in the Gender Equality Thursdays series on Combating Sexual Harassment in the Live Performance Sector. Organized by the European sectoral social partners – namely the Performing Arts Employers Association League Europe (Pearle*), the International Federation of Actors (FIA), the International Federation of Musicians (FIM), and the UNI Global Union - media, entertainment & arts (UNI MEI) – the workshop provided an overview of the international normative framework and trends on violence and harassment in the sector. The ILO's support helped identify key areas of work around this topic and informed the revision of existing policies and guidelines that the actors in the sector are pursuing in their own countries.

Between July and August 2020, a collaboration with INWORK provided technical advice to the Ministry of Labour of the Philippines and the social partners in the audio-visual and media sectors to revise two bills pertaining to measures seeking to protect workers in the audio-visual and media sector. SECTOR's inputs have helped the government to advance the two bills that have now been adopted at the Lower House between November 2020 and January 2021: 1) [Act providing enhanced protection, security and benefits for media workers](#), and 2) [Act creating an Occupational Safety and Health standards Act \(OSHA\) for the film, television and theater industry of the Philippines 'Eddie Garcia act'](#).

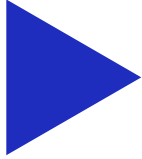
Policy coherence and partnerships

Currently, SECTOR is coordinating the ILO's support to the United Nations Conference on Trade and Development (UNCTAD) and UNESCO to collect information and analytics that will inform the future Creative Economy Outlook, in response to the UN General Assembly resolution A/RES/74/198, adopted in December 2019.

The department is currently collaborating with the Regional Office for Africa to undertake an assessment on decent work challenges and opportunities in the arts and culture sector in Africa. The assessment will result in recommendations for the development of a regional programme on decent work in the sector in collaboration with UNESCO and the Africa Union.

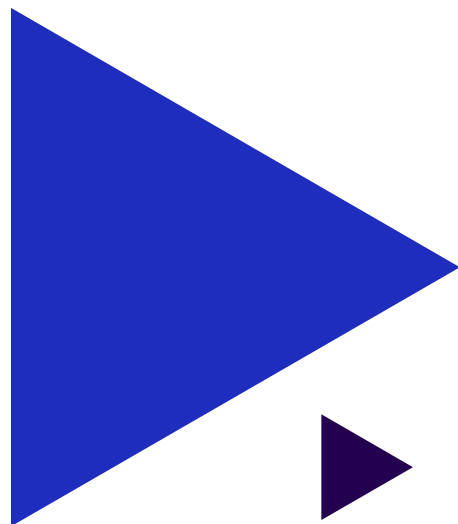
SECTOR is also an active part of the UNESCO-led [Inter-Agency Platform on Culture for Sustainable Development](#), established in April 2021 to facilitate inter-agency dialogue and strengthen cooperation on actions and strategies in the culture and creative sector. Within the thematic group on culture and inequalities, SECTOR led the discussion that resulted in the inclusion of key areas relevant to the ILO's work. These include employment and skills, social protection, as well as working conditions and fair remuneration. The Platform will discuss joint recommendations and contributions to be presented at the UNESCO World Conference on Cultural Policies for Sustainable Development (MUNDIACULT) in September 2022.

SECTOR also represents the ILO in the inter-agency network on the [UN Plan of Action on the Safety of Journalists and the Issue of Impunity](#).



3

Annexes



▶ Annex I. Sectoral Conventions and Recommendations

- Nursing Personnel Convention, 1977 (No. 149)
- Nursing Personnel Recommendation, 1977 (No. 157)
- Labour Relations (Public Service) Convention, 1978 (No. 151)
- Labour Relations (Public Service) Recommendation, 1978 (No. 159)
- ILO/UNESCO Recommendation concerning the Status of Teachers (1966) and the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel (1997)
- Safety and Health in Agriculture Convention, 2001 (No. 184)
- Safety and Health in Agriculture Recommendation, 2001 (No. 192)
- Work in Fishing Convention, 2007 (No. 188)
- Work in Fishing Recommendation, 2007 (No. 199)
- Safety and Health in Mines Convention, 1995 (No. 176)
- Safety and Health in Mines Recommendation, 1995 (No. 183)
- Safety and Health in Construction Convention, 1988 (No. 167)
- Safety and Health in Construction Recommendation, 1988 (No. 175)
- Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)
- Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)
- Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179)

► Annex II. Non-exhaustive list of ILO sectoral tools

Agriculture, forestry & mining

- Safety and health in agriculture: An ILO Code of practice
- Safety and health in forestry work. An ILO code of practice
- Code of Practice on safety and health in opencast mining
- Code of Practice on safety and health in underground coalmines
- Safety and health in small-scale surface mines: A handbook
- COVID-19 and mining: Prevention and control checklist

Shipping, ports & road transport

- Guidelines on the medical examinations of seafarers
- ILO, IMO and WHO: New International Medical Guide for Ships
- ILO/IMO Database on reported incidents of abandonment of seafarers
- Guidelines on the training of ships' cooks
- Code of Practice on safety and health in ports
- Code of Practice on security in ports
- Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector

Health services & public emergency services

- ILO/WHO: Occupational safety and health in public health emergencies: A manual for protecting health workers and responders
- HealthWISE - Work Improvement in Health Services - Action Manual
- Guidelines on decent work in public emergency services

ILO tools for other sectors - shipbuilding & ship repair; textiles, clothing, leather and footwear; construction; utilities; education and tourism

- Code of Practice on safety and health in shipbuilding and ship repair
- Code of Practice on safety and health in textiles, clothing, leather and footwear
- Safety and health in construction: An ILO code of practice
- WASH@Work: a Self-Training Handbook
- ILO Policy Guidelines on the promotion of decent work for early childhood education personnel
- ILO guidelines on decent work and socially responsible tourism

The Sectoral Policies Department (SECTOR) provides support to ILO constituents in addressing employment and labour issues in specific economic and social sectors at the global, regional and national levels. The department's work focuses on the sectors that are key to the functioning of our societies and economies. It spans the four strategic objectives of the Decent Work Agenda, including the cross-cutting issues of gender equality and non-discrimination. The ILO's sectoral approach is further focused on the accelerated implementation of the ILO Centenary Declaration for the Future of Work (2019), which highlights how industrial and sectoral policies and investment in strategic sectors are key to inclusive and sustainable economic growth, full and productive employment and decent work for all.



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