



**DECENT WORK**

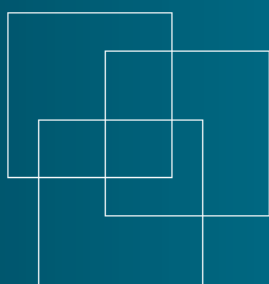
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International  
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Organization

**PROJECT CONCEPT NOTE**  
for TECHNICAL COOPERATION PROJECTS

# **Pacific regional maritime labour standards promotion and port worker protection programme**



**ILO Office for the Pacific Island Countries**



**INTERNATIONAL LABOUR ORGANIZATION  
PROJECT CONCEPT NOTE for TECHNICAL COOPERATION PROJECTS**

**Title:** Pacific regional maritime labour standards promotion and port worker protection programme

**Countries:** Fiji, Kiribati, Papua New Guinea, Republic of Marshall Islands, Samoa, Solomon Islands, Tuvalu and Vanuatu.

**Administrative unit:** ILO Office for Pacific Island Countries, Suva, Fiji.

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**Collaborating ILO Units/ Offices:** NORMES, SECTOR, DIALOGUE, LAB/ADMIN, ACTRAV, ACTEMP

**External Implementing Partners (if any):** Secretariat of the Pacific Community, Pacific International Maritime Law Association, International Transport Federation

**Budget:** USD\$2 million

## 1. Rationale and Justification:

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The maritime industry handles 90% of the world's trade and there are an estimated 1.2 million people currently working at sea. The Asia/Pacific region supplies over 60% of the world's seafarers and owns over 40% of the world's shipping fleets. The Republic of Marshall Islands (**RMI**) has the fourth largest open registry flag in the world and has showed the highest growth of any country in this sector for the period 2005 to 2009.<sup>1</sup> The RMI registry is also the most favoured register for US, Greek and Norwegian ship owners.<sup>2</sup> Tuvalu and Kiribati also have sizeable registries with 80 and 43 registered ships respectively.<sup>3</sup> Revenue from shipping registries can present a significant and growing source of income for Pacific Island Countries (**PICs**).

For PICs the maritime industry presents an important means by which to achieve sustainable development and regional co-operation. Economic development, trade and maritime transport are inextricably linked for PICs. Ships and seafaring are fundamental Pacific traditions and most PICs rely on the sea for sustenance, coastal transportation and employment in shipping or on fishing vessels. The Pacific maritime sector has an important role in addressing poverty in the region.

Many Pacific islanders rely on the sea for employment. This has been particularly important for otherwise resource and land poor countries such as Kiribati and Tuvalu, which have had long-term programmes of training seafarers and fishers to work on foreign ships. Regular remittances from seafarers working on international merchant ships amount to more than 25 per cent of gross national product in some PICs. This income allows many families of seafarers to remain in their villages rather than seek employment in urban centres, thereby reducing migration pressure on urban areas.

While remittances from seafarers employed on foreign ships constitute an important source of income for PICs, such employment can present significant risks for the seafarers themselves. In ships flying the flags of countries that fail to exercise effective jurisdiction and control over them, seafarers often have to work under unacceptable conditions to the detriment of their wellbeing, health and safety. As these seafarers spend their working lives outside their home country and without their employers based in their home country, it is clear that implementation of international standards is necessary to ensure seafarers are provided with decent work.

Opportunities for decent work for seafarers appear to vary widely across the Pacific region. For instance, wages for Pacific seafarers on foreign vessels differ considerably with i-Kiribati seafarers currently earning as much as US\$1,000 per month (a substantial wage by regional standards), while much lower wages of approximately US\$250 per month are reported for ni-Vanuatu seafarers. This variation is expected to primarily be due to the absence of an effective regulatory framework, rather than to significant disparities in seafarer qualifications or experience. It is clear that the working conditions and welfare of seafarers and port workers in the Pacific requires greater attention.

The ILO proposes to address this initially through the promotion of ratification and implementation of International Labour Standards (**ILS**) applicable to the maritime industry in its Pacific member states. Two key ILO Conventions dealing with maritime issues are the *Maritime Labour Convention* 2006 (**MLC**) and the *Seafarers' Identity Documents Convention (Revised)* 2003 (**C.185**). Of the ILO's Pacific member states only the RMI has ratified the MLC and only Vanuatu has ratified C.185.

The MLC is of particular importance as it creates a single and coherent instrument embodying most of the up-to-date standards of international maritime labour Conventions and Recommendations, as well as the fundamental principles to be found in other ILO fundamental Conventions. The MLC sets out seafarers' rights to decent conditions of work and helps to create conditions of fair competition for ship owners. The ILO recently engaged the Pacific International Maritime Lawyers Association (**PIMLA**) to undertake MLC gap analyses in each of the Pacific member states that have not yet ratified the MLC. These gap analyses present an important baseline situational analysis from which ratification promotion and implementation activities can progress.

The Convention on seafarers' identity documents (**SIDs**) reflects a global move, driven partly by increased security concerns, to a situation in which all seafarers would carry a form of identity card. Given the global

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<sup>1</sup> Institute of Shipping Economics and Logistics, *Shipping Statistics and Market Review*, Vol.53(7), 2009, p.3.

<sup>2</sup> Institute of Shipping Economics and Logistics, *Shipping Statistics and Market Review*, Vol.53(7), 2009, p.3.

<sup>3</sup> CIA World Factbook Data (2008).

nature of the maritime industry, C.185 addresses the need for special protection for seafarers to facilitate shore leave, transit, transfer and repatriation. Implementation of C.185 also protects seafarers against the side effects of security measures, which can adversely affect their welfare, freedom of movement and right to work. These benefits of C.185 implementation are critical to ensuring decent work for all seafarers in PICs.

In 2006 the ILO commissioned a report to outline the necessary requirements for a regional SIDs issuance system. The regional system proposed in this report would both satisfy the mandatory requirements of C.185 and fulfill the needs of PICs lacking sufficient numbers of seafarers to justify the cost of a complete, national based SIDs issuance system. There is a clear need for the establishment of a regional SIDs issuance system as set out in the report but currently resource mobilization is required to implement this.

The ILO is committed to improving protection for individual seafarers and port workers, while supporting the Pacific maritime industry as a whole to maintain its competitiveness against other seafaring nations. The complementary nature of these dual imperatives of protection and productivity is clear, for instance the numbers of Tuvaluan and i-Kiribati seafarers on ships is currently in decline due partly to poor discipline among these seafarers and increased competition from other source countries. At the same time, while RMI is the flag state for a significant number of foreign owned ships<sup>4</sup> and has high levels of domestic unemployment<sup>5</sup>, it is currently unable to find employment for its nationals on its flag vessels due to the absence of any in-country training to the requisite STCW95 level.

Full implementation of the MLC by PICs would go some way to addressing these issues of declining competitiveness and the negative impact of this on PIC development objectives. Such improved productivity would be achieved through compliance with the education, training and working conditions requirements for seafarers, as prescribed by the MLC. Further, the ships of ratifying PICs that provide decent conditions of work for their seafarers will have protection against unfair competition from substandard ships and will benefit from a system of certification, based on a certificate of compliance delivered by flag state inspection authorities. Ratification will thus reduce the likelihood of lengthy delays related to inspections in foreign ports of call.

Similarly, in ports across the Pacific region improvements are needed in cargo handling performance, as well as working conditions and practices. The safety, status and welfare of port workers in PICs clearly needs elevation. The ILO has achieved improvements such as these in over 50 member states through implementation of the ILO Port worker Development Programme (**PDP**). Similar implementation of the PDP in Pacific member states is now of critical importance.

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## 2. Strategic fit

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### 2.1 Link to Decent Work Country Programmes

Due to the significance of the maritime industry to the ILO's Pacific member states, there is broad support for the activities proposed in this concept note across the DWCPs. The DWCPs of Fiji (Outcome 1.2), Kiribati (Outcome 2.2), Papua New Guinea (**PNG**) (Outcome 2.1), Vanuatu (Outcome 1.2), Samoa (Outcome 1.1), Tuvalu (Outcome 1.2) and Vanuatu (Outcome 1.2) all list ratification of the MLC as a necessary activity in order to realize priorities related to labour law reform and ILS compliance. The Fiji (Outcome 1.2) and Kiribati (Outcome 1.2) DWCPs also seek technical assistance to implement the MLC subsequent to its ratification. As RMI has already ratified the MLC, the RMI DWCP seeks technical assistance from the ILO to promote the full implementation of the MLC in law and practice.

Tuvalu (Outcome 3.1) and Kiribati (Outcome 1.3) specifically request implementation of the PDP. The PNG DWCP and several other DWCPs, refer to the forthcoming implementation of the regional "Improving OSH in Ports." The Vanuatu DWCP identifies the working conditions and welfare of maritime workers, particularly with respect to occupational safety and health, as an area of need. The Vanuatu DWCP also provides more generally for capacity building of constituents to develop and implement policies and programmes on improving working conditions and safety and health at work (Outcome 4.2).

Further, Vanuatu has ratified C.185 but the DWCP reflects that much work is needed to fully implement this convention. C.185 primarily ensures that seafarers may enjoy certain basic conditions of decent work and as all

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<sup>4</sup> RMI was the flag state for approximately 990 foreign owned ships in 2008. CIA World Factbook Data (2008).

<sup>5</sup> The unemployment rate in RMI was estimated to be 36% in 2006. CIA World Factbook Data (2010).

PICs (other than the Solomon Islands) have identified protecting seafarers as a DWCP priority in seeking ratification of the MLC, then ratification and implementation of C.185 may be considered a complimentary priority. Ratification of C.185 is also consistent with the priorities of Pacific Island countries set out in certain regional and global development frameworks (see below).

## 2.2 Link to Regional and Global Development Strategies

Ratification and implementation of the MLC and C.185 should also contribute to the following regional and global development strategies and cooperation frameworks:

- Pacific Plan Priority 1 'Increased sustainable trade (including services), and investment,' Priority 2 'Improved efficiency and effectiveness of infrastructure development and associated service delivery' and Priority 12 'Improved transparency, accountability, equity and efficiency in the management and use of resources in the Pacific,' as well as United Nations Development Assistance Framework for the Pacific (**UNDAF**) Priority 2 'good governance and human rights,' through improved governance and regulation of the maritime industry in accordance with international labour standards.
- Pacific Plan Priority 4 'Reduced Poverty,' Millennium Development Goal (**MDG**) Goal 1 'Eradicate extreme poverty and hunger' and UNDAF Priority 1 'Equitable economic growth and poverty reduction' may all be realized through increased opportunities for decent seafaring work for Pacific islanders whose remittances can then fuel development in their home towns and villages.
- Pacific Plan Priority 6 'Improved health' through improved working conditions for seafarers and increased remittances to their families and communities.
- Pacific Plan Priority 13 'Improved political and social conditions for stability and safety,' through increased employment and incomes, reduced unemployment and enhanced security and protection, promoted by implementation of the MLC and C.185.
- UNDAF Priority 3 'Equitable social and protection services' through the obligation imposed by the MLC on ship owners to provide certain minimum levels of social protection for seafarers.

Delivery of the Pacific PDP should contribute to the following development strategies and cooperation frameworks:

- Pacific Plan Priority 3 'Increased private sector participation in, and contribution to development' motivated by the increased productivity in ports.
- Pacific Plan Priority 7 'Improved education and training' and UNDAF Interrelated Principle 5 'Capacity development' through human resources development from training programmes.
- Pacific Plan Priority 6 'Improved health' through OSH training for port workers.

## 2.3 Link to Programme & Budget

Through the PDP port workers' skills will be developed and occupational health and safety in ports enhanced (P&B Outcomes 2 and 6). Promotion and implementation of the MLC and C.185 will contribute to the ratification and application of ILS (P&B Outcome 18). Overall the project will promote Decent Work in the maritime sector (P&B Outcome 13). See also Annex A: Programme and Budget 2010 – 2011 Outcomes.

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## 3. Project strategy

The proposed programme addresses issues of ILS and decent work promotion, as well as protection for

maritime workers. It builds on past ILO projects to promote ILS ratification and implementation and specifically builds on the MLC gap analyses recently carried out. It also seeks to implement the ILO report on establishment of a regional SIDs issuance system. The proposed project contributes to the creation of decent employment opportunities for seafarers and port workers through 3 main areas of activity:

1. activities to promote MLC ratification and full implementation;
2. activities to promote C.185 ratification and full implementation, including the establishment of a regional SIDs issuance system; and
3. activities to promote port worker productivity and protection.

### **Project target groups and expected impact**

The proposed project will primarily target 4 groups of ultimate beneficiaries from across PIC member states:

1. Seafarers employed on ships of ratifying flag states, who will benefit from a new bill of rights providing improved working and living conditions at sea, as well as enhanced measures of social protection. Seafarers will be better informed of their rights and be able to make complaints about infringements of these rights more easily. Seafarers from countries covered by the regional SID issuance system will benefit from improved access to benefits on leave, transit, transfer and repatriation.
2. Ship owners from MLC ratifying countries that provide decent conditions of work for their seafarers will have protection against unfair competition from substandard ships and will benefit from the system of certification by avoiding or reducing the likelihood of lengthy delays related to inspections in foreign ports. Ship owners should also benefit from a better protected and more efficient workforce.
3. Port workers who take part in the PDP will benefit from improved and safer working conditions and practices. Port workers should also share in the rewards of productivity improvements from improved cargo handling performance through improved wages and conditions of employment.
4. Governments of MLC ratifying countries will benefit from wider powers of enforcement in the maritime industry. Governments will also benefit from improved efficiency at their ports through the MLC certification system and through improved cargo handling performance as a result of the PDP. Wide ratification of C.185 should also promote improved security and reduce the threat of international terrorism.

### **Project elements and indicative outputs**

1. Promotion of MLC ratification and full implementation

In 2009 the ILO engaged PIMLA to undertake gap analyses on the conformity with the MLC of the national laws, policies and practices of all PIC member states that have not yet ratified the MLC (Fiji, Kiribati, PNG, Samoa, Solomon Islands, Tuvalu and Vanuatu). These gap analyses also presented possible practical solutions for filling existing gaps between national policies, laws and practices and the requirements under the MLC.

In order to promote MLC ratification, a programme of awareness raising and education about the MLC and the results of the gap analyses needs to be undertaken. Missions by the ILO and PIMLA to each of the PIC member states need to be undertaken for this purpose and should involve consultation with the tripartite as well as other relevant maritime stakeholders. Political momentum towards MLC ratification should also be raised over the course of these missions and advice given on the necessary processes involved in MLC ratification.

During and subsequent to the missions, technical assistance to legislators and policy makers on the implementation of recommendations for filling the “gaps” would be provided. This may involve assistance in drafting legislation or legislative amendments to fully comply with the MLC. The ILO will work collaboratively with Secretariat of the Pacific Community’s (SPC) on this legislative reform programme, which may include the drafting of model legislation implementing the MLC for domestic

modification and adoption across the Pacific.

Subsequent to ratification of the MLC by a PIC, training workshops for seafarers, flag state inspectors and administrators and port workers would be convened by the ILO to ensure full and effective implementation of the MLC. In recognition of its significant experience in the area, the assistance of the International Transport Federation and its affiliated workers' organizations would be sought in the training of seafarers on MLC implementation.

Where relevant, training workshops would be conducted in accordance with the ILO 'Guidelines for Flag State inspections' and 'Guidelines for Port State Control Officers.' These Guidelines were developed in accordance with 2006 International Labour Conference Resolutions IV and XIII, on the development of guidelines for port State control and flag State inspection, respectively. The Guidelines were then adopted in September 2008 by nearly 300 tripartite experts drawn from all regions of the world and consequently have broad technical support.

#### *Indicative outputs*

- Mission undertaken to each PIC member state (other than RMI) to discuss results of MLC gap analysis and to promote and facilitate ratification of MLC.
- Technical assistance is provided to PIC member states to facilitate law and policy reform to implement MLC.
- In each member States where the MLC has been ratified:
  - i. in-country training workshops are provided for seafarers, flag state inspectors, port state inspectors, administrators and port workers on their respective responsibilities under the MLC; and
  - ii. a fellowship is offered to participate in the ILO-ITC course in Turin on 'Training of trainers and maritime inspectors in the application of the ILO *Maritime Labour Convention*, 2006'
- An ILO/SPC feasibility study on the establishment of a Pacific MLC Centre, operating under the SPC Regional Maritime Programme with the support of the ILO, PIC governments, donors, ship owners, workers and employers' organisations, to provide ongoing training and policy advice on MLC implementation.

## 2. Promotion of C.185 ratification and full implementation

C.185 defines a globally interoperable system of SIDs that will be used to verify seafarers' identity and their membership in the labour group designated as 'seafarers.' For countries that have ratified C.185, those who possess a valid SID must be granted entitlement to special privileges related to transit through or entry into the country, either for shore leave or when leaving or joining their vessels. This presents a vast improvement in working conditions for seafarers, who may otherwise be confined to the vessel when in port.

C.185 provides for seafarers' identities to be verified using biometric data stored in a 2-D bar code on the document. In 2006 the ILO commissioned a report to outline the necessary requirements for a Pacific regional SIDs issuance system that was compliant with the requirements of C.185. The report proposed a system to be implemented by the ILO through SPC Regional Maritime Programme (**RMP**), which already coordinates various aspects of seafarer credentialing and training within PICs. SPC also has information technology infrastructure developed for projects of this nature and has experience in managing similar joint projects in the region.

The report predicts significant cost savings in the implementation of C.185 by allowing PIC member states to enroll their own seafarers and maintain oversight of the issuance process and database for their own seafarers, but allowing a single centralized print and data centre to manage the card personalization, database maintenance and to act as the contact point for PIC member states. In accordance with the report, the SIDs issuance system would consist of an issuance database and print system located at SPC RMP in Suva, Fiji, together with a series of enrolment and database query workstations that would be located at seafarer enrolment sites within PIC member states. SPC RMP

would also host an electronic database to respond to queries from states where SIDs are being verified and would manage the account creation and generation of user names and passwords for all PICs needing access to the database.

The regional system proposed in this report would both satisfy the mandatory requirements of C.185 and fulfill the needs of PICs lacking sufficient numbers of seafarers to justify the cost of a complete, national based SIDs issuance system. Under this concept note the ILO seeks to mobilize resources to promote C.185 ratification through awareness raising and educational activities in PIC member states. The ILO would achieve this through a tripartite regional workshop on C.185 ratification, which would explain the proposed regional SIDs issuance system set out in the report and attempt to obtain political buy in from member states for ratification. The workshop would be convened jointly by ILO and SPC RMP and would invite PIC member states to seek additional advice and technical assistance from the ILO in order to achieve C.185 ratification.

Following ratification of C.185 by at least 4 of the remaining PIC member states (Fiji, Kiribati, Papua New Guinea, Republic of Marshall Islands, Samoa, Solomon Islands and Tuvalu), the ILO would work with SPC RMP to source necessary infrastructure and train relevant staff to establish the regional SIDs issuance system set out in the report. Additional training workshops would be convened by the ILO and SPC RMP in PIC member states so that the national level elements of the SIDs issuance system could be effectively established and operationalised.

#### *Indicative outputs*

- Tripartite regional workshop conducted on C.185 ratification and the proposed regional SIDs issuance system, with a view to achieving C.185 ratification by all PIC member states and sufficient support for the establishment of the SIDs issuance system.
- Technical assistance provided to PIC member states to reform domestic laws and policy for compliance with C.185.
- Technical assistance provided to SPC to source infrastructure and train staff to establish regional SIDs issuance system in compliance with C.185.

### 3. Port Worker Development Programme

Implementation of the PDP in the Pacific would incorporate vocational training and retraining of port workers as a response to developments in cargo handling technology, as well as the provision of information, training and supervision necessary to ensure the protection of port workers against risks of accident or injury to health, arising out of or in the course of their employment. The objective of the Pacific PDP would be to enable PIC governments and port managers to establish effective and systematic port worker training schemes using the PDP materials.

The Pacific PDP participants' profile would be very broad and could include a wide range of different people and organizations directly or indirectly concerned with ports, who share an interest in appropriate, productive and sustainable practices in ports and terminals. Participants could include:

- port workers;
- worker's representatives and unions;
- port service providers and contractors;
- competent port and maritime authorities;
- port safety and health managers, experts, supervisors and advisers;
- port planners and consultants;
- labour, safety and health authorities and agencies;
- professional trainers; and
- policy makers and regulators.

The Pacific PDP would comprise the design and holding of a number of training courses. The first course would be carried out at the STET Maritime Training Institute in Singapore (an ILO authorized PDP training centre) and would train approximately 20 PDP Chief Instructors for the Pacific region. This international workshop would bring together participants from different PICs for cross-fertilization and



exchange of experiences and views. The exposure of the participants to the facilities of the port of Singapore, which is one of the best performing ports in the world, would facilitate the illustration of some practices that would be covered in the workshop and it would therefore add extra value to the Pacific PDP. The PDP Chief Instructors would then (initially under the guidance and supervision of ILO authorized PDP instructors from Singapore) train more trainers at national / port level in their own countries. Chief Instructors would also deliver a number of PDP training Units, with a priority on units on occupational safety and health in ports.

The training workshops would be based on the relevant centrally prepared PDP training materials, which would be provided to participants in hard copy and on CD-ROM. These materials are based on best international practice, ensured through the employment of acknowledged subject matter experts to assist in developing materials and matching these with ILO standards and guidelines on the health, safety and welfare of port workers. The intention of the Pacific PDP would not just be to provide a series of “how to do it” checklists but also to give simple explanations and descriptions of the reasons for processes, procedures and practices – the “why do it”. Further, the aim would be to create the right motivation to adopt best practices through understanding, leading to benefits in organisational efficiency and personal safety.

An action-oriented, highly participative approach would be employed throughout the training courses, with particular attention paid to sharing international experience and adapting and practically applying it in the Pacific. Training methods would combine lectures, exercises, discussions and group work. At the same time, the ILO would provide technical assistance at national / port level to develop the institutional and managerial capacity to manage and implement the Pacific PDP on a long-term basis without outside assistance. The participation of women in all training sessions will be encouraged.

#### *Indicative outputs*

- 20 PDP Chief Instructors from the Pacific region undertake PDP training at the STET Maritime Training Institute in Singapore.
- Supervision of Pacific Chief Instructors’ delivery of initial in-country PDP training sessions.
- Technical assistance provided by the ILO to PICs at a national level to develop their institutional and managerial capacity to manage and implement the Pacific PDP on a long-term basis.

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## **4. Comparative advantage and partnerships**

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The ILO is the leading agency on ILS setting and promotion. The ILO also has extensive experience in the Pacific region in implementing ILS through technical assistance programmes.

With respect to the proposed programme to improve port worker productivity and safety, the ILO PDP has been in place since the 1970s and has been implemented successfully in the Pacific by the Port of Port Villa in Vanuatu and AMC Search Ltd in Australia. The continuing success and quality of the ILO PDP may be judged from the increasing number of countries and ports which have implemented its training programmes. It is clear that the ILO PDP has advanced knowledge, expertise and tools in this field and already has had success in implementing the programme in the Pacific.

In delivering the proposed programme the ILO will work collaboratively with relevant development partners to ensure efficiency and sustainability of development outcomes. In particular, the ILO will continue its close association with the SPC RMP with which the ILO has had a Memorandum of Understanding (**MOU**) through letter of agreement since April 2006.

In accordance with this MOU, SPC and the ILO seek to cooperate in the promotion of relevant ILO Conventions and in particular C.185 and the MLC. Under the MOU the ILO recently engaged PIMLA, which is administered by the RMP, to carry out the PIC MLC gap analyses. The ILO intends to continue this collaboration with PIMLA in undertaking further activities to promote implementation of the MLC in PICs.

Another area of potential collaboration envisaged by the MOU is on ILO training programmes such as the PDP. In the course of carrying out activities set out in this concept note, the ILO will endeavour to exchange

information and documentation with SPC on matters of common concern and keep SPC informed of current and planned activities of mutual interest.

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## **5. Timing**

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This project will be carried out over a 3 year period between 2010 and 2013.

As this project will result in increased ILS ratification and improved implementation through law reform, its benefits will be long lasting and sustainable for all beneficiaries. Sustainability will also be enhanced through the project's capacity building of tripartite constituents to further promote the protection of port and maritime workers' rights and conditions.

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## **6. Other information**

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- Further information on the PDP can be found at:  
<http://www.ilo.org/public/english/dialogue/sector/sectors/pdp/index.htm>
- Further information on the MLC can be found at:  
[http://www.ilo.org/global/What we do/InternationalLabourStandards/MaritimeLabourConvention/lang-en/index.htm](http://www.ilo.org/global/What_we_do/InternationalLabourStandards/MaritimeLabourConvention/lang-en/index.htm)

- **Annex A: Programme and Budget 2010-11 outcomes**

Employment	Protection	Dialogue	Standards
<input type="checkbox"/> Outcome 1 Employment Promotion: More women and men have access to productive employment, decent work and income opportunities <input checked="" type="checkbox"/> Outcome 2 Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth <input type="checkbox"/> Outcome 3 Sustainable Enterprises: Sustainable enterprises create productive and decent jobs	<input type="checkbox"/> Outcome 4 Social Security: More people have access to better managed and more gender equitable social security benefits <input type="checkbox"/> Outcome 5 Working Conditions: Women and men have better and more equitable working conditions <input checked="" type="checkbox"/> Outcome 6 Occupational Safety and Health: Workers and enterprises benefit from improved safety and health conditions at work	<input type="checkbox"/> Outcome 9 Employers' Organizations: Employers have strong, independent and representative organizations <input type="checkbox"/> Outcome 10 Workers' Organizations: Workers have strong, independent and representative organizations <input type="checkbox"/> Outcome 11 Labour Administration and Labour Law: Labour administrations apply up to date labour legislation and provide effective services <input type="checkbox"/> Outcome 12 Social Dialogue and Industrial Relations: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations*	<input type="checkbox"/> Outcome 14 Freedom of Association and the Right to Collective Bargaining: The right to freedom of association and collective bargaining is widely known and exercised <input type="checkbox"/> Outcome 15 Forced Labour: Forced labour is eliminated <input type="checkbox"/> Outcome 16 Child Labour: Child labour is eliminated, with priority being given to the worst forms <input type="checkbox"/> Outcome 17 Discrimination at Work: Discrimination in employment and occupation is eliminated
	<input type="checkbox"/> Outcome 7 Labour Migration: More migrant workers are protected and more migrant workers have access to productive employment and decent work <input type="checkbox"/> Outcome 8 HIV/AIDS: The world of work responds effectively to the HIV/AIDS epidemic	<input checked="" type="checkbox"/> Outcome 13 Decent Work in Economic Sectors: A sector-specific approach to decent work is applied	<input checked="" type="checkbox"/> Outcome 18 International Labour Standards: International labour standards are ratified and applied

#### Policy coherence

☐ Outcome 19 Mainstreaming Decent Work: Member States place an integrated approach to decent work at the heart of their economic and social policies, supported by key UN and other multilateral agencies



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