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INTERNATIONAL LABOUR ORGANIZATION  
Sectoral Activities Programme

**High-Level Tripartite Working Group  
on Maritime Labour Standards  
(first meeting)**

Geneva, 2001



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# 1. Introduction

1.1. The special nature of the living and working conditions of maritime workers has led the International Labour Conference to adopt an extensive range of Conventions and Recommendations applying specifically to seafarers.<sup>1</sup> This has been referred to as the “International Seafarers’ Code”.

1.2. Since 1920, it has been the practice for special Maritime Sessions of the International Labour Conference to be convened to deal exclusively with seafarers’ living and working conditions. The bipartite Joint Maritime Commission (JMC) has advised the Governing Body on maritime questions, especially on the selection of items to be submitted to the Maritime Sessions. Nine Maritime Sessions of the International Labour Conference, dealing exclusively with merchant seafarers, have adopted more than 60 Conventions and Recommendations, the last Maritime Session being held in October 1996.

1.3. At its last session, in January 2001, the JMC recommended that the Governing Body convene a Maritime Session of the Conference in 2005 to adopt a single instrument consolidating as much as possible the existing body of ILO maritime standards. To assist with the work of developing such an instrument, the JMC recommended the establishment of the present High-level Tripartite Working Group, to meet in 2001, 2002 and 2003. This recommendation was accepted by the Governing Body in March 2001.

1.4. The ILO publication *Maritime labour Conventions and Recommendations* contains the text of 30 Conventions, one Protocol and 23 Recommendations.<sup>2</sup> Intended to contribute to the clear and systematic codification of laws on the rights and obligations of seafarers, these instruments have proved to be extremely valuable to the shipping industry. However, a large number of these instruments were adopted many years ago and for various reasons some of their provisions have become obsolete, leaving gaps in the protection of seafarers. This fragmented coverage may be explained by the fact that these instruments have been adopted at different times in response to specific problems or needs over a period of almost 80 years, with the ILO unable to adopt and revise them rapidly enough to keep the International Seafarers’ Code up to date at all times.

1.5. Maritime labour instruments are not a prime concern for all ILO member States, but mainly for those with shipping interests. Nevertheless, the rate of ratification of some maritime Conventions is considered low compared with that of Conventions adopted within the framework of the International Maritime Organization. The Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), the best known ILO maritime Convention, has been ratified to date by 42 member States representing about 50 per cent of world shipping gross tonnage. Ratifications alone do not give the full picture and there is no doubt that although the pertinent Conventions may not have been ratified, they have

<sup>1</sup> Some of these Conventions and Recommendations also apply under certain conditions to fishing workers, dockworkers and inland boatmen.

<sup>2</sup> Between 1920 and 1996, a total of 39 Conventions, 29 Recommendations and one Protocol were adopted by the International Labour Conference. The ILO publication *Maritime labour Conventions and Recommendations* only contains 30 Conventions, 23 Recommendations and one Protocol. Nine Conventions and six Recommendations are not included because, in the case of the Conventions, they have not received the number of ratifications for entry into force or are no longer open to ratification as a result of the entry into force of a revising Convention. The Recommendations which are not included are not considered to be of current interest.

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influenced national law and practice and in some cases are actually applied. Concerns have been raised as to whether these standards provide the protection required for all seafarers and adequately respond to the needs of the shipping industry today.

1.6. Section 2 of the present briefing for the High-level Tripartite Working Group provides background information, covering events leading up to and beyond the recommendations of the JMC. Section 3 summarizes the concerns expressed by both the shipowners' and the seafarers' representatives at the last JMC with respect to the situation outlined above, as well as the thrust of their recommendations for resolving the main problems that they identify and justifying the adoption of the proposed consolidated instrument, referred to in paragraph 1.3 above.

1.7. In accordance with the resolution of the JMC approved by the Governing Body, the working papers for future meetings of the Working Group will be prepared with the assistance of the Office, by a tripartite subgroup consisting of 12 members, four members each from the Government, Shipowners' and Seafarers' groups, selected at the Working Group's forthcoming meeting, together with the secretaries of the Shipowners' and Seafarers' groups.

1.8. *The Working Group may wish to:*

- *discuss the present situation with respect to maritime labour standards* (outlined in section 2 of this briefing in various documents to which it refers);
- *determine the extent to which the members share the concerns expressed by the Shipowners' and Seafarers' representatives and endorse their preferred solutions* (set out in section 3 of this briefing);
- *record the names of the persons selected by the groups as members of the tripartite subgroup, and as secretaries of the Shipowners' and Seafarers' groups* (see paragraph 1.7 above);
- *give directions to the subgroup concerning the scope and content of the papers to be prepared for the Working Group's next meeting* (a working paper, highlighting some of the main issues relevant to the proposed instrument is being prepared by the Office);
- *express its preference as regards the date of its meeting next year.*

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## 2. Background information on labour standards for the shipping industry

2.1. The resolution of the 29th Session of the JMC (January 2001) – calling for the development of a new “framework” Convention which would consolidate as far as possible and update the wide range of existing maritime labour standards into a single, simpler instrument – fits in both with the trends in the Organization’s standard-setting action over the last decade or so and with its present strategic objectives concerning decent work.

2.2. In his report to the 87th Session of the International Labour Conference, entitled *Decent work*, the Director-General of the ILO said:

The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.<sup>3</sup>

2.3. This overall goal was endorsed by the Conference to be pursued within the context of the global economy. “Decent work” is considered relevant for all countries, whether they be developed, developing or transition economies. It is equally applicable to all sectors of the global economy – not least the maritime industry. The Director-General’s Report highlights the importance of enhancing the ILO’s work on standards and considers a number of actions to raise the profile of its work in this area.

2.4. These include:

- preparing the ground for new standards more thoroughly;
- exploring new methods of standard setting;
- engaging in deeper analysis of existing standards, their synergy, lacunae, and impact on various groups;
- accelerating the revision of outdated instruments to build on progress already made and promoting priority standards as problem-solving tools;
- stepping up efforts to help countries implement ILO standards;
- enhancing the impact of supervision of standards; and
- reasserting the role of ILO standards in the broader world context.<sup>4</sup>

2.5. The Director-General’s Report further calls for: reasserting the usefulness of international standards; reinvigorating efforts to experiment with new approaches; encouraging closer consultation with constituents; analysing proposed standards in terms of their potential impact on economic and social policy and their complementarity with

<sup>3</sup> ILO: *Decent work*, Report of the Director-General, International Labour Conference, 87th Session, Geneva, 1999, p. 3.

<sup>4</sup> *ibid.*, p. 17.

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other international instruments; and reinvigorating promotional efforts to see that standards are ratified and applied. Reference is also made to the difficulties encountered with ratification, especially as parliaments all over the world often have a long list of items awaiting attention.<sup>5</sup> In the words of the Report: “In this competitive environment it is important that the ILO concentrate its attention on high-impact standards to make them stand out from the pack.”<sup>6</sup>

2.6. Following the discussion on standard-setting policy at the 81st Session of the International Labour Conference in 1994, the Governing Body, at its 262nd Session (March-April 1995), decided to set up a Working Party on Policy regarding the Revision of Standards (the Working Party) under the Committee on Legal Issues and International Labour Standards (LILS). It was decided that the Working Party would examine the need for revision of all Conventions and Recommendations adopted before 1985 with a view to rejuvenating and strengthening the standard-setting system. Proposals were not to have the effect of reducing the protection already afforded to workers by ratified Conventions.<sup>7</sup>

2.7. The Working Party has examined all of the Conventions and Recommendations falling under its remit. The Working Party conducted a case-by-case examination of each of the instruments. It formulated proposals which were approved by the Governing Body to revise outdated instruments, to promote ratification of up-to-date Conventions, to invite member States to give up-to-date Recommendations due effect and to propose the shelving, abrogation or withdrawal of obsolete instruments as appropriate.<sup>8</sup>

2.8. The Working Party’s examination of maritime instruments was completed during the Governing Body’s 280th Session (March 2001). It applied similar criteria and methodology for the examination of maritime instruments as it did for other instruments.<sup>9</sup> It examined 28 maritime Conventions and 25 Recommendations. (This examination did not include the Conventions adopted at the 1987 and 1996 Maritime Sessions of the International Labour Conference.)<sup>10</sup>

<sup>5</sup> *ibid.*, pp. 17-20.

<sup>6</sup> *ibid.*, p. 19.

<sup>7</sup> For the terms of reference of the Working Party, see GB.262/9/2, para. 52.

<sup>8</sup> To date, five obsolete Conventions were withdrawn at the 89th Session (2001) of the International Labour Conference and 20 Recommendations are on the agenda of the 90th Session (2002) of the International Labour Conference for withdrawal.

<sup>9</sup> The details of the criteria and methodology are contained in GB.264/9/2, para. 16; GB.265/8/2, para. 24; and GB.273/LILS/WP/PRS/4, paras. 2-3.

<sup>10</sup> Detailed information on the examination of the maritime instruments by the Working Party, the LILS Committee and the Governing Body can be found in the following documents: GB.273/LILS/WP/PRS/4; GB.273/LILS/4(Rev.1); GB.274/LILS/WP/PRS/2; GB.274/LILS/4; GB.274/10/2; GB.276/LILS/WP/PRS/4; GB.276/LILS/5; GB.280/LILS/WP/PRS/1/3; and GB.280/LILS/5(Rev.1). It is important to recall that the Working Party did not examine Conventions and Recommendations adopted after 1985, which the Governing Body considered were up to date. See also footnote 2.

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2.9. The work of the Working Party concerning maritime instruments was facilitated by the recommendations of the constituent members of the JMC made at the Working Party's request. A Joint Working Group of shipowners' and seafarers' representative organizations, meeting in Geneva in July 1998 and again in May 1999, formulated recommendations, most of which were approved by the Governing Body.<sup>11</sup> The recommendations from the Joint Working Group's May 1999 meeting concerned only maritime social security standards. The Office placed them before the 29th Session of the JMC (January 2001), and the Commission endorsed the proposals. These recommendations were approved by the Governing Body at its 280th Session (March 2001).<sup>12</sup>

2.10. Table 1 summarizes the status of the ILO's maritime labour instruments to date. It includes the results of the review undertaken by the Working Party on Policy regarding the revision of standards and by the Governing Body concerning maritime Conventions and Recommendations, including maritime social security standards and the status of the maritime labour standards adopted after 1985 which are all assumed to be up to date.

## **The integrated approach to standards-related activities and the consolidation of maritime labour standards**

2.11. The future of maritime labour standards should be seen in the context of the decision by the Governing Body to move towards an integrated approach to standards-related activities. This approach was described in the paper *Possible improvements in ILO standards-related activities* (GB.279/4) discussed at the 279th Session (November 2000) of the Governing Body.

<sup>11</sup> While most of the recommendations made by the Joint Working Group were approved by the Governing Body, different decisions were approved in respect of four Conventions, viz., the Placing of Seamen Convention, 1920 (No. 9); the Officers' Competency Certificates Convention, 1936 (No. 53); the Minimum Age (Sea) Convention (Revised), 1936 (No. 58) and the Accommodation of Crews Convention (Revised), 1949 (No. 92). Although the Joint Working Group had recommended the shelving of Convention No. 53, the Governing Body decided to maintain its status quo. In the case of Convention No. 92, the Joint Working Group proposed its revision, while the Governing Body decided to maintain its status quo. In the case of Conventions Nos. 9 and 58, the Joint Working Group had proposed to maintain their status quo, but the Governing Body decided to invite member States to ratify the more up-to-date Conventions concerned and to re-examine the status of the two Conventions in due course.

<sup>12</sup> In keeping with the recommendations of the Commission, the Governing Body concluded that the Social Security (Seafarers) Convention (Revised), 1987 (No. 165), had revised the Sickness Insurance (Sea) Convention, 1936 (No. 56) and the Social Security (Seafarers) Convention, 1946 (No. 70). States parties to Conventions Nos. 56 and 70 would be invited to contemplate ratifying Convention No. 165, which would *ipso jure* entail the immediate denunciation of Conventions Nos. 56 and 70. In addition, as Convention No. 70 had not entered into force, its status could be re-examined in due course, including the possibility of its withdrawal. The Commission proposed the revision of six other instruments, and considered that the revision of these instruments should be considered along with Convention No. 165 and the other maritime instruments in the context of the elaboration of a draft framework instrument for seafarers. See JMC/29/2001/14, paras. 44-46 and GB/280/5 (Corr.).

**Table 1. Status of maritime labour instruments (July 2001)\***

Subject matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments	No conclusions reached
<b>Seafarers</b>						
General	C108 (Identity documents) C145 and R154 (Continuity of employment) C147, P147 and R155 (Minimum standards)			C145 (Continuity of employment) R139 (Employment, technical developments)	R9 (National seamen's codes) R107 Seafarers' engagement – foreign vessels R108 (Social conditions and safety)	
Training and entry into employment	C179 and R186 (Recruitment and placement)	C22 (Articles of agreement)	C9 (Placing) R77 (Vocational Training)	R137 (Vocational training)		
Conditions for admission to employment		C16 (Medical examination of young persons) C73 (Medical examination, seafarers)	C7 (Minimum age, sea) C15 (Minimum age, trimmers and stokers)		C58 (Minimum age, sea)	
Certificate of competency		C69 (Ships' cooks) C74 (Certification of able seamen)			C53 (Officers)	
General conditions of employment	C146 (Annual leave with pay) R153 (Young seafarers) C166 and R174 (Repatriation) C180 (Hours of work and manning) R187 (Wages, hours of work and manning)		C23 and R27 (Repatriation) C55, C72 and C91 (Holidays with pay) C57 and R49 (Hours of work and manning) C76, C93, C109 and R109 (Wages, hours of work and manning)	C146 (Annual leave with pay)		
Safety, health and welfare	C163 and R173 (Welfare) C164 (Health protection and medical care)	C68 (Food and catering) C134 (Prevention of accidents)	C75 (Accommodation) R48 (Welfare in ports) R105 (Medicine chests) R106 (Medical advice) R138 (Welfare)	R78 (Bedding, mess utensils) R142 (Prevention of accidents)	C92 and C133 (Accommodation) R140 and R141 (Accommodation)	

Subject matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments	No conclusions reached
Social security	C165 (Social security – seafarers)	C8 and R10 (Unemployment) C55 (Shipowners' liability) C71 (Pensions) R75 (Agreements) R76 (Medical care)	C56 (Sickness insurance) C70 (Social security)			
Labour inspection	C178 and R185 (Inspection of working and living conditions)		R 28 (General principles)			

\* Certain Conventions and Recommendations appear under more than one heading. For instance, it was decided in the case of Convention No. 91 that it was outdated and should be shelved pending its eventual abrogation.

Note: "Up-to-date instruments" include the instruments adopted since 1985, the Conventions the ratification of which the Governing Body has decided to promote and the Recommendations the implementation of which it has also decided to promote. "Instruments to be revised" include those instruments the revision of which has been decided by the Governing Body. "Outdated instruments" include the Conventions that have been shelved and those Conventions which the Governing Body has invited States parties to denounce while inviting them at the same time to ratify more recent Conventions on the same subject-matter. This category also includes Recommendations that have been juridically replaced by subsequent instruments or have been declared obsolete by the Governing Body. "Requests for information" include the instruments for which the Governing Body has requested that a general survey or a short survey be carried out, as well as ad hoc requests for additional information. "Other instruments" include the Conventions and Recommendations for which the Governing Body has decided to maintain the status quo, in addition to those that, having been the object of particular decisions of the Governing Body, cannot be classified in any of the other four categories.

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2.12. The approach aims at enhancing the coherence, relevance and impact of international labour standards based on a holistic examination of ILO's activities on a given subject. Each new standard – taking account of related texts, such as codes of practice and technical guides – should be designed to fit in with the other standards adopted by the ILO or other institutions, filling any gaps in protection and having a clear impact on the promotion of the ILO's objectives. The standards should also dovetail with the other means of action and strategies adopted to achieve the ILO's objectives, such as those related to technical cooperation, and with action taken by other institutions.

2.13. In the maritime sector, the consolidation of maritime labour instruments could be regarded as a comprehensive rationalization of the ILO's maritime activities. As will be seen from the discussions of the JMC outlined below, standards have been judged from the point of view of their ability to promote the objectives of the Organization, with special attention being given to the changes in the shipping industry, the first and most globalized economic sector and labour market. The adoption of the proposed consolidated instrument is consistent with the will to incorporate individual standards into more comprehensive ones. It would imply an improved focus in the Organization's maritime activities, including promotion of standards as well as technical cooperation, and would result in better coordination with similar activities of other institutions, particularly those of the International Maritime Organization in the related areas of safety at sea and protection of the environment.<sup>13</sup>

2.14. With respect to the emphasis in the integrated approach on ensuring that all means of action to attain the desired objectives are considered, it may be seen that, over the years, the ILO has adopted maritime-specific codes or guidelines on inspection, accident prevention, medical examination and other issues. These should also be considered for inclusion in the consolidated instrument. A list of existing codes, guidelines and other publications is provided in Appendix 2.

2.15. Two reports prepared by the Office were directly relevant to the JMC debate leading to the adoption of the resolution calling for consolidation of the ILO's maritime labour instruments.

2.16. Report III concerned the impact on seafarers' living and working conditions of changes in the structure of the shipping industry.<sup>14</sup> It set out some of the main changes which have occurred in world shipping and have influenced the labour market and seafarers' living and working conditions. It therefore provided background information for the discussion on the review of maritime labour standards.

2.17. Report I – *Review of relevant ILO maritime instruments*<sup>15</sup> – provided a summary of the recent examination and relevant decisions of the Governing Body concerning the review of maritime labour standards and the Organization's consideration of an integrated approach to standards-related activities. The Office report proposed three possible options for a way forward for standard setting in the maritime sector. The first option was to limit new standard-setting action to the revision of the seven outdated instruments which the Working Party on Policy regarding the Revision of Standards of the

<sup>13</sup> For more information, see ILO: *Review of relevant ILO maritime instruments* (JMC/29/2001/1), Geneva, 2001.

<sup>14</sup> ILO: *The impact on seafarers' living and working conditions of changes in the structure of the shipping industry* (JMC/29/2001/3), Geneva, 2001.

<sup>15</sup> ILO: *Review of relevant ILO maritime instruments* (JMC/29/2001/1).

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Governing Body had identified for revision in the maritime sector and which were approved by the Governing Body; the second option was to consolidate the up-to-date maritime Conventions into a new framework Convention; the third option was to consolidate a number of Conventions into four or five framework Conventions covering major subject areas. The report examined the advantages and disadvantages of each of the options.

2.18. The JMC selected the second option. An account of its discussions and the text of its resolutions can be found in its Final Report (JMC/29/2001/14). The following paragraphs summarize the main points.

2.19. The JMC unanimously agreed that the existing body of ILO maritime labour instruments needed to be reviewed in the light of changes in the shipping industry.

2.20. The Shipowner members said that international regulation of labour standards, rather than national or regional regulation, was essential. Such regulations must be up to date, relevant, widely accepted and properly enforced, irrespective of the flag of the ship, the nationality of the crew, or the ports which the ship visited.

2.21. They noted that the absence of resolutions of the International Labour Conference aimed at guiding future ILO maritime priorities was useful, as it allowed the Commission to step back from the specific issues and consider wider, more fundamental concerns about the system of regulation of labour standards in the maritime sector.

2.22. They stated that many ILO instruments were outdated, deficient and not reflective of modern practice; many contained technical detail which discouraged ratification and were thus ineffective. Many issues that had become relevant were not covered by existing standards. Governments were suffering from regulatory overload so that the traditional approach of developing specific standards to address specific problems was not workable. It was preferable to develop international regulations which covered all major issues. Instruments should be consistent with regulations in force in major maritime States, yet include mechanisms which would cause other States to accept them. They urged the Governing Body to convene a Maritime Session of the Conference for the purpose of developing new standards.

2.23. The Seafarer members said that having good standards was not enough. Standards had to be ratified, applied and enforced. Maritime labour standards should be on the same level as standards on maritime safety and marine pollution prevention. They supported the proposal for the development of a comprehensive framework Convention designed to represent a consensus on how seafarers should be treated and to be ratified by all States that wished to participate in maritime trade. Port States should ensure that the instrument was translated into action. They, too, called for the convening of a Maritime Session of the International Labour Conference by 2005.

2.24. The Seafarer members said that the JMC had the opportunity to initiate a major change in international labour rights. They cited problems of exploitation, discrimination and social deprivation of seafarers. Though much had been said about the ability of seafarers to exercise free choice, the seafarers themselves were often recruited from socio-economic backgrounds which in practice allowed little choice. The myriad of legal regimes offered no effective protection for seafarers and no effective control of shipowners. In fact, seafarers were being disenfranchised in terms of social and welfare protection, often excluded from national legislation covering employment, safety and welfare. Re-flagging to countries without the will or means to enforce international regulations had made matters even worse.

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2.25. The Seafarer members proposed that seafarers needed regulatory protection from being unnecessarily detained in wider disputes over liability and damages; that they should be given greater protection against victimization and commercial pressures in the discharge of their responsibilities; that new regulatory mechanisms were essential to protect basic social, welfare and employment rights of those seafarers employed under globalized conditions; and that there should be a revision of the principles used to assess the safe manning of ships, accompanied by concerted efforts to enforce adequate crew conditions and to prevent unfair competition.

2.26. The Shipowner and Seafarer members also agreed on several other points. They reiterated the need to ensure that the proposed framework Convention approach would not discourage countries from ratifying the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), and would not discourage countries which had only recently ratified Convention No. 147 from ratifying the possible new instrument. The emergence of the global labour market for seafarers had, they said, effectively transformed the shipping industry into the world's first genuinely global industry, and this required a global response with a body of global standards.

2.27. In response to concerns raised by the shipowners and seafarers, particularly concerning the impact of a new framework Convention on the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), a representative of the Office (the Deputy-Director of the Sectoral Activities Department, responsible for the maritime sector) noted that the move towards a single consolidated instrument was based on the premise that the "capital" of present and any future ratifications would remain. This would create an incentive for the ratification of the new framework Convention. A member State would remain bound by the Conventions it had ratified until it had assumed all the equivalent obligations under the new framework Convention. The ratification of the new framework Convention would provide for the automatic denunciation at the time of entry into force for the Member concerned of the existing Convention. If the required conditions were not met, the ILO Convention concerned would remain in force for that Member. Care would need to be taken to ensure that at least the main provisions of the existing Conventions would be identical in substance to those in the new Convention.

2.28. The Deputy Director of the ILO Sectoral Activities Department further explained that, as far as Convention No. 147 in particular was concerned, two possibilities presented themselves. The first case could be that of a member State which had ratified Convention No. 147 and had national legislation giving effect to its obligations under that Convention. As the new framework Convention would incorporate the obligations contained in Convention No. 147, the State would not have to change its legislation to be able to ratify the new framework Convention. The State might decide not to ratify the framework Convention if it contained other obligations concerning standards not included in Convention No. 147 for which it did not have compliant laws and regulations. The second case could be that of a member State which had not ratified Convention No. 147 but had ratified the new framework Convention. Under article 19(5)(d) of the ILO Constitution, that Member was required to "take such action as may be necessary to make effective the provisions of [the new] Convention".

2.29. It was important, she said, that all States understood that ratification of Convention No. 147 would in fact make it easier to ratify the new consolidated instrument. Promotion of the ratification of Convention No. 147 should therefore be encouraged.

2.30. A representative of the International Maritime Organization, at the invitation of the Commission, explained the "tacit acceptance" procedures for the adoption of amendments provided for in recent IMO Conventions.

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2.31. Having listened to the explanations by the Office, the Shipowner and Seafarer members agreed to the “Geneva Accord”: that the existing ILO maritime labour instruments should be consolidated and updated by means of a new single “framework Convention” on maritime labour standards.

2.32. They agreed that the development of an instrument which brought together into a consolidated text as much of the existing body of ILO instruments as it proved possible to achieve should be a priority for the maritime sector in order to improve the relevance of those standards to the needs of all stakeholders in the maritime sector. The consolidated instrument should comprise a number of parts concerning the key principles of such labour standards as may be determined, together with appendices incorporating detailed requirements for each of the parts. The instrument should also provide for an accelerated amendment procedure for revision of the appendices.

2.33. The resolution of the JMC concerning the review of relevant ILO maritime instruments made recommendations to the Governing Body concerning the establishment of the High-level Tripartite Working Group on Maritime Labour Standards, and urged the Governing Body to convene a preparatory meeting in 2004 for a first discussion of the proposed new instrument and to convene a Maritime Session of the Conference in 2005 to adopt the instrument with the following agenda: (1) Consolidation of ILO maritime instruments; (2) General discussion on the developments in the industry; and having a Resolutions Committee in accordance with article 17 of the Standing Orders of the International Labour Conference.

2.34. The full text of the resolution is set out in Appendix 3.

2.35. When the report of the 29th Session of the JMC was submitted to the 280th Session of the Governing Body in March 2001, certain aspects were considered by the Working Party on Policy regarding the Revision of Standards, referred to in paragraph 2.6 above. The Employer and Worker members of the Working Party welcomed the idea of a framework Convention on labour standards in the maritime industry, noting, however, that the experience gained in this industry could not necessarily be transposed to other areas.

2.36. The representatives of the Governments of Canada, Denmark, New Zealand and the Netherlands expressed satisfaction at the Commission’s proposal to adopt a framework Convention. Several Government representatives said that lessons could be drawn from the approach, as well as from that adopted in the development of Convention No. 147, and these might be taken up and considered in the context of the integrated approach towards standard setting. Responding to views expressed by the Government representatives, the Worker members noted that the efforts of this industry were undeniably interesting, but specific circumstances seemed to prevail in the maritime industry and so the approach adopted might not be fully applicable in other contexts.

2.37. Accepting the Commission’s recommendations (see paragraph 2.33 above) with the amendment of certain details, the Governing Body established the High-level Tripartite Working Group, composed of 12 Government representatives, 12 Shipowners’ representatives, 12 Seafarers’ representatives, and Government, Employers’ and Workers’ observers with the right to speak and participate in the meetings of the Working Group. It stressed that representatives and observers should be knowledgeable and active in the enforcement of the standards to be adopted and be able to commit the necessary time to lend to the continuity of the process. It approved a recommendation that the decisions of the High-level Tripartite Working Group should be taken by consensus. It approved the setting up of the tripartite subgroup referred to in paragraph 1.7 above and invited the Director-General to take note of the requests concerning the modalities of the Working Group and subgroup and the convening of a preparatory meeting in 2004 and a Maritime

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Session of the International Labour Conference in 2005. The full text of the decision concerned is contained in Appendix 4.

2.38. In his report to the 89th Session of the International Labour Conference, entitled *Reducing the decent work deficit: A global challenge*, the Director-General noted that:

In concluding a historic agreement between shipowners and seafarers at the 29th Session of the Joint Maritime Commission earlier this year, employers and workers declared that they were proud to be “torchbearers for the ILO’s campaign to promote decent work the world over”.<sup>16</sup>

<sup>16</sup> ILO: *Reducing the decent work deficit: A global challenge*, Report of the Director-General, International Labour Conference, 89th Session, Geneva, 2001, p. 12. See also pp. 42-43.

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### 3. Proposals for the High-level Tripartite Working Group

3.1. As indicated above (paragraph 1.4 and footnote 2), between 1920 and 1996, the ILO adopted some 39 Conventions and 29 Recommendations covering a wide variety of issues, including recruitment and placement, minimum age, hours of work, safety, health and welfare, labour inspection and social security. Following the conclusions of the Governing Body's Working Party on Policy regarding the Revision of Standards which examined pre-1985 standards, 26 of the 39 maritime labour Conventions, one Protocol and 18 of the 29 Recommendations are considered sufficiently up to date and relevant to the industry. This body of standards represents a considerable achievement for the protection of the workers concerned and for the industry as a whole. Each of these 26 Conventions retains its intrinsic validity. Some of them have very novel features, in particular Convention No. 147, which, in keeping with the globalized nature of the maritime sector, places responsibility on all countries for ships flying their flag or coming within their territorial jurisdiction. Another is the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), and its predecessor, which contains a procedure for international collective bargaining on the basic minimum wage for able seamen. The concerns expressed by shipowners and seafarers are essentially to bring the system of protection contained in existing standards closer to the workers concerned, in a form that is consistent with this rapidly developing, globalized sector, and to improve the applicability of the system so that shipowners and governments interested in providing decent conditions of work do not have to bear an unequal burden in ensuring such protection. The concerns therefore do not call into question the legal status or substance of existing instruments, but rather call for greater consistency and clarity, more rapid adaptability and general applicability.

3.2. The conclusions reached by the 29th Session of the JMC, which were endorsed by the 280th Session (March 2001) of the Governing Body, were based on a number of considerations relating to specific problems with existing maritime labour standards and the procedures for revising them. The following reflects what the Office understands to be the main concerns of the shipowners and seafarers. The Government participants in the High-level Tripartite Working Group may wish to review those concerns from the point of view of determining the extent to which they share them.

#### **The concerns of the shipowners and seafarers regarding ILO maritime labour standards**

##### *3.3. The ILO's maritime labour standards:*

- *have not kept pace with developments in the shipping industry (paragraphs 3.4-3.7 below);*
- *are often set out in complex, uncoordinated and overlapping provisions (paragraphs 3.8-3.15);*
- *are subject to time-consuming and costly amendment procedures (paragraphs 3.16-3.17);*
- *are inadequately applied at the international level (paragraphs 3.18-3.19);*

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- *are unevenly enforced, unfairly burdening providers of decent work (paragraph 3.20)*
  - *lack certain aspects in comparison with those of non-tripartite bodies (paragraphs 3.21-3.22).*

### **Standards have not kept pace with developments in the shipping industry**

3.4. The first ILO maritime labour standards were adopted in the 1920s and 1930s. Some of these are still open to ratification and remain in force. While the basic principles concerning work at sea may not have changed, some of the detailed provisions in many Conventions and Recommendations are outdated because of changes in shipping.

3.5. In its report to the JMC, *the impact on seafarers' living and working conditions of changes in the structure of the shipping industry*, referred to in paragraph 2.16 above, the Office described these changes. These included changes in ownership, financing and management of shipping fleets; new forms of registers; dramatic shifts in the origin of the labour supply; the growth of multinational and multicultural crews; faster turnaround times for ships; and reduced crewing levels. Other changes included the accelerated shift from traditional maritime registers to other registers; the weakening, in many cases, of the link between seafarers and shipowners resulting from the growing variety of forms of ownership, management and control of ships; and the avoidance of social regulation due to increased international competition. The market for seafarers, it was noted, has become global.

3.6. The effect of these changes on the relevance of the ILO's maritime labour standards was demonstrated when the Working Party on Policy regarding the Revision of Standards examined maritime labour standards adopted before 1985. Taking into account recommendations of the Joint Working Group referred to in paragraph 2.9 above, it concluded that some of the maritime Conventions and Recommendations examined were obsolete, outdated or should be withdrawn or revised.

3.7. Another major change in shipping regulation has been the increased importance of port State control, whereby port States inspect foreign ships visiting their ports for compliance with international standards. However, the ILO's only instruments with a port State control provision, the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), and its Protocol of 1996, refer, in their appendices, to Conventions which were adopted, in nearly all cases, without thought to this means of enforcement. This has made it difficult to carry out port State control inspections in relation to many aspects of seafarers' living and working conditions and has weakened its impact in recent years. As Convention No. 147 and its Protocol provide that port States "may take measures necessary to rectify any conditions on board which are *clearly hazardous to safety or health*" (emphasis added), important labour matters not directly concerned with safety and health, such as payment of wages, are not normally checked, thus limiting the effectiveness of provisions of this kind.

### **Standards are often set out in complex, uncoordinated and overlapping provisions**

3.8. The most recent compilation of maritime Labour Conventions and Recommendations includes the substantive texts of 30 Conventions and 23 Recommendations.

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3.9. There is considerable duplication in some of these instruments. For example, Article 14(7) of the Accommodation of Crews Convention (Revised), 1949 (No. 92), provides that “An approved medicine chest with readily understandable instructions shall be carried in every ship which does not carry a doctor” while Article 5(1) of the Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164), provides that “Every ship to which this Convention applies shall be required to carry a medicine chest” – nearly identical provisions.

3.10. The scope and application provisions of many maritime labour standards are inconsistent, since they have been adopted at different times.

3.11. Excessive length and duplication of Conventions inhibits their promotion, application and ratification. The promotion efforts of the Office can only focus on a few Conventions at one time. Hard choices must be made between Conventions that variously cover hours of work; repatriation; recruitment and placement; identity documents; medical care; and other issues – all of which are important to seafarers. ILO member States may find the sheer number of Conventions daunting, as application and ratification of a Convention requires drafting of new legislation and setting aside valuable time in the national legislature. Once a Convention *is* ratified, the State has substantial reporting responsibilities which, if multiplied by the number of maritime Conventions concerned, is a major administrative burden.

3.12. The number, length and complexity of the ILO’s maritime labour standards may also make them less accessible to the maritime industry. Basic principles may be hidden among detailed provisions. No single instrument sets out, in clear language, what every seafarer should expect and what every shipowner and every State should provide.

3.13. Sometimes a single provision can be an obstacle to ratification and cannot be easily amended. For example, the Seafarers’ Welfare Convention, 1987 (No. 163), has not been ratified by many States largely owing to Article 2(2), which provides that: “Each Member shall ensure that the necessary arrangements are made for financing the welfare facilities and services provided in accordance with the provisions of the Convention.” Many States have apparently not ratified the Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164), because they object to Article 7(2) which provides that: “Such medical advice ... shall be available free of charge to all ships irrespective of the territory in which they are registered.” Yet the remaining provisions of these instruments are apparently acceptable.

3.14. Some other Conventions are considered far too complex. With respect to the Social Security (Seafarers) Convention (Revised), 1987 (No. 165), for example, the paucity of ratifications may be due to its length and its complicated references to other ILO Conventions.

3.15. The fact that the instruments have been adopted at different times over a period of almost 80 years, in response to specific problems or needs, has necessarily resulted in a certain lack of coherence between standards. There is also insufficient coordination between the instruments and other relevant texts, such as maritime codes and guidelines, adopted by the ILO. For example, the *ILO/WHO Guidelines for Conducting Pre-sea and Periodic Medical Fitness Examinations for Seafarers*, which provide practical guidance on the implementation of the Medical Examination (Seafarers) Convention, 1946 (No. 73), was not designed to be an integral part of the Convention, which was adopted much earlier. On the other hand, for example, the IMO’s Seafarers’ Training, Certification and Watchkeeping Code of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended in 1995 (STCW 95), can be amended relatively easily to make references to resolutions, codes and guidelines.

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## Standards are subject to time-consuming and costly amendment procedures

3.16. Over its 82-year history, the International Labour Conference has had 11 Maritime Sessions. Each session is the final event in the cycle of preparing and adopting maritime instruments. The cycle usually begins with a session of the JMC followed by a Preparatory Technical Maritime Conference (PTMC) and ends with a full Maritime Session of the International Labour Conference. The process takes many years. The most recent “cycle” began with a JMC in 1991 and ended with a Maritime Conference in 1996 – a period of five years. As the agenda of the JMC was set by the 1987 Maritime Conference, it could even be said that the cycle began in 1987 and took nine years.

3.17. This is a long and expensive process, placing a substantial burden on all concerned, the constituents and the Office, and involves considerable preparatory work. The *same* procedure is required for the *revision* of instruments, even if only a few provisions require updating. After a new or revised Convention is adopted, it takes several years to enter into force. The International Maritime Organization (IMO), on the other hand, has developed an accelerated means of revising its Conventions and, through its “tacit amendment procedure”, an accelerated means of bringing amendments into force. This allows the IMO to keep its standards up to date.

## Standards are inadequately applied at the international level

3.18. In general, the ILO’s maritime labour Conventions have been poorly ratified. Of the present 30 maritime Conventions and one Protocol, the ratification rate varies from 81 member States<sup>17</sup> to none. Convention No. 147, which is the best known ILO maritime Convention, has been ratified to date by 42 member States<sup>18</sup> representing about 50 per cent of world shipping gross tonnage. This might be compared with, for example, the International Convention for the Safety of Life at Sea, concluded under the auspices of the IMO, which has been ratified by 144 States covering 98.45 per cent of the world fleet.

3.19. While it is true that many States may apply some, even most, provisions of a Convention without ratifying it, this only means that there may be greater protection for seafarers at the national level than is visible (and verifiable) at the international level. But, as was stressed in the discussions of the JMC last January (see, for example, paragraph 2.25 above), there is no generally accepted international set of standards in a sector which is in particular need of such standards – a globalized sector with a multinational workforce but at present subject to what was described by a representative of the seafarers in the JMC as a “myriad of legal regimes”. According to a representative of the shipowners, international regulation of labour standards, rather than national or regional regulation, was essential.

<sup>17</sup> Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16). This is the most widely ratified maritime labour Convention.

<sup>18</sup> This Convention has also been made applicable to 25 non-metropolitan territories. These territories represent considerable registered tonnage. This accounts for the large coverage of world shipping by Convention No. 147, despite the ratification figure of 42 member States.

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## **Standards are unevenly enforced, unfairly burdening providers of decent work**

3.20. During the last session of the JMC, both the Seafarers' and the Shipowners' representatives referred to the factor of unfair competition. The Seafarers pointed out that there were some shipowners who were only interested in making money, to the detriment of decent living and working conditions for seafarers. The shipowners said that they did not foresee the imposition of yet more regulations with more relish than any other employer, but they wanted sensible and impartially applied labour standards, so that a level playing field could be created, where standards of service instead of poor labour conditions would dictate customer preference. Uneven application of maritime labour standards is leading to imbalances in international shipping. There is a cost involved in meeting international labour standards. In shipping, crew costs play a major role: a company which provides sub-standard conditions may achieve a competitive edge over companies which provide "decent" working conditions. Flag States which apply international labour standards may find that they are losing ships and shipowners to States which do not.

## **Standards lack certain aspects in comparison with those of non-tripartite bodies**

3.21. As already indicated, there are aspects of the regimes established under the auspices of the IMO which are much more effective than their equivalents in the ILO. IMO texts are more coordinated (see paragraph 3.15 above). IMO ratification rates are much higher (see paragraph 3.18 above) and the IMO has appropriate procedures for bringing its Conventions up to date (see paragraph 3.17). Another resolution adopted at the January session of the JMC (Appendix 7 to its report) gives an example of a much wider truth: it relates to "sub-standard" shipping. This term at present refers only to shipping or an operation that is substantially below the requirements "established by the International Maritime Organization". The resolution requested action "to ensure that applicable social and labour standards of the ILO are given due consideration in determining whether a ship or operation is sub-standard". In other words, the concerns of the ILO are not yet receiving due consideration in the area of international action. ILO maritime labour standards should be placed on a comparable level to that of safety and environmental concerns.

3.22. The ILO, on its side, of course has vital assets which are not found elsewhere, at least at a comparable level of quality – in particular, its tripartite action and supervisory procedures for the implementation of standards. But the relevance of these assets is obviously linked to the importance given to the standards to which they relate. At the last JMC, the Shipowners' representative reiterated the group's firm determination to preserve their ability to deal with the regulation of maritime labour standards within the ILO machinery, but indicated that, if the ILO could not satisfy the needs of the sector, another forum would have to be found.

## **Solutions preferred by the shipowners and seafarers**

3.23. As the Office understands it, the following reflects the essence of the solutions recommended by the Shipowners' and Seafarers' groups of the JMC to tackle the concerns expressed above. The Government participants in the Working Group may wish to determine the extent to which they agree with the following recommended solutions:

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1. *The provisions of the corpus of international maritime labour standards that are sufficiently up to date should be consolidated as a matter of priority and in so far as this proves possible to achieve.*
  2. *Their substance should be incorporated in a single, coherent instrument, seen as part of the general body of standards adopted by the ILO, and fitting in with other international maritime instruments.*
  3. *The consolidated instrument should consist of a number of parts setting out the key principles of international maritime labour standards.*
  4. *The parts should be complemented by annexes setting out detailed requirements for each of the parts.*
  5. *A simplified amendment procedure should be provided for updating the annexes and ensuring prompt entry into effect.*
  6. *The instrument should also contain the substance of recommendations and other non-mandatory texts.*
  7. *The instrument should be drafted in such a way as to secure the widest possible acceptability among governments, shipowners and seafarers committed to the principles of decent work.*
  8. *The instrument should contain provisions giving responsibility to all States to ensure that decent conditions of work apply on all ships that are placed under their jurisdiction or that come within their jurisdiction.*

## Appendix 1

### (a) List of ratifications of international maritime labour Conventions (1 October 2001)

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#### Minimum Age (Sea) Convention, 1920 (No. 7)

Date of entry into force: 27.09.1921

53 ratifications

Australia	28.06.1935	Latvia	3.06.1926
Bahamas	25.05.1976	Papua New Guinea	1.05.1976
Canada	31.03.1926	Saint Lucia	14.05.1980
Estonia	3.03.1923	Saint Vincent and the Grenadines	21.10.1998
Grenada	9.07.1979	Sierra Leone	15.06.1961
Guinea-Bissau	21.02.1977	Singapore	25.10.1965
Jamaica	8.07.1963		

#### Denunciation (as a result of the ratification of Convention No. 138)

Angola	4.06.1976	Italy	14.07.1932
	Denounced on 13.06.2001		Denounced on 28.07.1981
Argentina	30.11.1933	Japan	7.06.1924
	Denounced on 11.11.1996		Denounced on 5.06.2000
Barbados	8.05.1967	Luxembourg	16.04.1928
	Denounced on 4.01.2000		Denounced on 24.03.1977
Belgium	4.02.1925	Malaysia – Sarawak	3.03.1964
	Denounced on 19.04.1988		Denounced on 9.09.1997
Belize	15.12.1983	Malta	4.01.1965
	Denounced on 6.03.2000		Denounced on 9.06.1988
Bulgaria	16.03.1923	Mauritius	2.12.1969
	Denounced on 23.04.1980		Denounced on 30.07.1990
Chile	18.10.1935	Nicaragua	12.04.1934
	Denounced on 1.02.1999		Denounced on 2.11.1981
China	2.12.1936	Norway	7.10.1927
	Denounced on 28.04.1999		Denounced on 8.07.1980
Colombia	20.06.1933	Poland	21.06.1924
	Denounced on 2.02.2001		Denounced on 22.03.1978
Cuba	6.08.1928	Portugal	24.10.1960
	Denounced on 19.06.1976		Denounced on 20.05.1998
Denmark	12.05.1924	Romania	8.05.1922
	Denounced on 13.11.1997		Denounced on 19.06.1976
Dominican Republic	4.02.1933	Seychelles	6.02.1978
	Denounced on 15.06.1999		Denounced on 7.03.2000
Finland	10.10.1925	Spain	20.06.1924
	Denounced on 19.06.1976		Denounced on 16.05.1977
Germany	11.06.1929	Sri Lanka	2.09.1950
	Denounced on 19.06.1976		Denounced on 11.02.2000
Greece	16.12.1925	Sweden	27.09.1921
	Denounced on 14.03.1986		Denounced on 23.04.1990
Guyana	8.06.1966	Tanzania – Zanzibar	22.06.1964
	Denounced on 15.04.1998		Denounced on 16.12.1998
Hungary	1.03.1928	United Kingdom	14.07.1921
	Denounced on 28.05.1998		Denounced on 7.06.2000
Ireland	4.09.1925	Venezuela	20.11.1944
	Denounced on 22.06.1978		Denounced on 15.07.1987

#### Denunciation of this Convention and ratification of Convention No. 58

Brazil	8.06.1936	Netherlands	26.03.1925
	Denounced on 9.01.1974		Denounced on 8.07.1947
Mexico	17.08.1948	Uruguay	6.06.1933
	Denounced on 18.07.1952		Denounced on 17.10.1955

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**Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)****Date of entry into force: 16.03.1923****59 ratifications**

Argentina	30.11.1933	Malta	4.01.1965
Australia	28.06.1935	Mauritius	2.12.1969
Belgium	4.02.1925	Mexico	20.05.1937
Belize	15.12.1983	Netherlands	15.12.1937
Bosnia and Herzegovina	2.06.1993	New Zealand	11.01.1980
Bulgaria	16.03.1923	Nicaragua	12.04.1934
Canada	31.03.1926	Nigeria	16.06.1961
Chile	18.10.1935	Norway	21.07.1936
Colombia	20.06.1933	Panama	19.06.1970
Costa Rica	23.07.1991	Papua New Guinea	1.05.1976
Croatia	8.10.1991	Peru	4.04.1962
Cuba	6.08.1928	Poland	21.06.1924
Denmark	15.02.1938	Portugal	19.05.1981
Dominica	28.02.1983	Romania	10.11.1930
Estonia	3.03.1923	Saint Lucia	14.05.1980
Fiji	19.04.1974	Seychelles	6.02.1978
Finland	20.01.1950	Sierra Leone	15.06.1961
France	21.03.1929	Singapore	25.10.1965
Germany	4.03.1930	Slovenia	29.05.1992
Ghana	18.03.1965	Solomon Islands	6.08.1985
Greece	16.12.1925	Spain	20.06.1924
Grenada	9.07.1979	Sri Lanka	25.04.1951
Iraq	19.04.1966	Sweden	1.01.1935
Ireland	5.07.1930	Switzerland	21.04.1960
Italy	8.09.1924	The former Yugoslav Republic of Macedonia	17.11.1991
Jamaica	8.07.1963	Tunisia	14.04.1970
Japan	22.08.1955	United Kingdom	12.03.1926
Latvia	29.08.1930	Uruguay	6.06.1933
Lebanon	6.12.1993	Yugoslavia	24.11.2000
Luxembourg	16.04.1928		

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**Placing of Seamen Convention, 1920 (No. 9)****Date of entry into force: 23.11.1921****39 ratifications**

Argentina	30.11.1933	Latvia	3.06.1926
Belgium	4.02.1925	Lebanon	6.12.1993
Bosnia and Herzegovina	2.06.1993	Luxembourg	16.04.1928
Bulgaria	16.03.1923	Mexico	1.09.1939
Cameroon	25.05.1970	Netherlands	9.01.1948
Chile	18.10.1935	New Zealand	29.03.1938
Colombia	20.06.1933	Nicaragua	12.04.1934
Croatia	8.10.1991	Panama	19.06.1970
Cuba	6.08.1928	Peru	4.04.1962
Denmark	23.08.1938	Poland	21.06.1924
Djibouti	3.08.1978	Romania	10.11.1930
Egypt	4.08.1982	Slovenia	29.05.1992
Estonia	3.03.1923	Spain	23.02.1931
France	25.01.1928	Sweden	27.09.1921
Germany	6.06.1925	The former Yugoslav Republic of Macedonia	17.11.1991
Greece	16.12.1925	Uruguay	6.06.1933
Israel	19.06.1969	Yugoslavia	24.11.2000
Italy	8.09.1924		
Japan	23.11.1922		

**Denunciation**

Australia	3.08.1925
	Denounced on 31.08.1998

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**Denunciation (as a result of the ratification of Convention No. 179)**

Finland	7.10.1922	Norway	23.11.1921
	Denounced on 25.05.1999		Denounced on 11.06.1999

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**Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)****Date of entry into force: 20.11.1922****69 ratifications**

Australia	28.06.1935	Lebanon	1.06.1977
Bangladesh	22.06.1972	Mauritania	8.11.1963
Cameroon	3.09.1962	Myanmar	20.11.1922
Canada	31.03.1926	New Zealand	26.11.1959
Djibouti	3.08.1978	Nigeria	17.10.1960
Estonia	8.09.1922	Pakistan	20.11.1922
Ghana	20.05.1957	Saint Lucia	14.05.1980
Grenada	9.07.1979	Sierra Leone	13.06.1961
India	20.11.1922	Singapore	25.10.1965
Jamaica	26.12.1962	Trinidad and Tobago	24.05.1963
Latvia	9.09.1924		

**Denunciation (as a result of the ratification of Convention No. 138)**

Argentina	26.05.1936	Luxembourg	16.04.1928
	Denounced on 11.11.1996		Denounced on 24.03.1977
Belarus	6.11.1956	Malaysia – Sabah	3.03.1964
	Denounced on 3.05.1979		Denounced on 9.09.1997
Belgium	19.07.1926	Malaysia – Sarawak	3.03.1964
	Denounced on 19.04.1988		Denounced on 9.09.1997
Belize	15.12.1983	Malta	4.01.1965
	Denounced on 6.03.2000		Denounced on 9.06.1988
Bulgaria	6.03.1925	Mauritius	2.12.1969
	Denounced on 23.04.1980		Denounced on 30.07.1990
Chile	18.10.1935	Morocco	14.03.1958
	Denounced on 1.02.1999		Denounced on 6.01.2000
China	2.12.1936	Netherlands	17.06.1931
	Denounced on 28.04.1999		Denounced on 14.09.1976
Colombia	20.06.1933	Nicaragua	12.04.1934
	Denounced on 2.02.2001		Denounced on 2.11.1981
Cuba	7.07.1928	Norway	7.10.1927
	Denounced on 19.06.1976		Denounced on 8.07.1980
Cyprus	23.09.1960	Panama	19.06.1970
	Denounced on 2.10.1997		Denounced on 31.10.2000
Denmark	12.05.1924	Poland	21.06.1924
	Denounced on 13.11.1997		Denounced on 22.03.1978
Finland	10.10.1925	Romania	18.08.1923
	Denounced on 19.06.1976		Denounced on 19.06.1976
France	16.01.1928	Russian Federation	10.08.1956
	Denounced on 13.07.1990		Denounced on 3.05.1979
Germany	11.06.1929	Seychelles	6.02.1978
	Denounced on 19.06.1976		Denounced on 7.03.2000
Greece	14.06.1930	Spain	20.06.1924
	Denounced on 14.03.1986		Denounced on 16.05.1977
Guatemala	13.06.1989	Sri Lanka	25.04.1951
	Denounced on 27.04.1990		Denounced on 11.02.2000
Guyana	8.06.1966	Sweden	14.07.1925
	Denounced on 15.04.1998		Denounced on 23.04.1990
Hungary	1.03.1928	Switzerland	21.04.1960
	Denounced on 28.05.1998		Denounced on 17.08.1999
Iceland	21.08.1956	United Republic of Tanzania	30.01.1962
	Denounced on 6.12.1999		Denounced on 16.12.1998
Iraq	19.04.1966	Turkey	29.09.1959
	Denounced on 13.02.1985		Denounced on 30.10.1998
Ireland	5.07.1930	Ukraine	14.09.1956
	Denounced on 22.06.1978		Denounced on 3.05.1979
Italy	8.09.1924	United Kingdom	8.03.1926
	Denounced on 28.07.1981		Denounced on 7.06.2000
Japan	4.12.1930	Uruguay	6.06.1933
	Denounced on 5.06.2000		Denounced on 2.06.1977
Kenya	13.01.1964	Yemen	14.04.1969
	Denounced on 9.04.1979		Denounced on 15.06.2000

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**Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)****Date of entry into force: 20.11.1922****81 ratifications**

Albania	3.06.1957	Latvia	9.09.1924
Argentina	26.05.1936	Luxembourg	16.04.1928
Australia	28.06.1935	Malaysia – Sabah	3.03.1964
Azerbaijan	19.05.1992	Malaysia – Sarawak	3.03.1964
Bangladesh	22.06.1972	Malta	4.01.1965
Belarus	6.11.1956	Mauritius	2.12.1969
Belgium	19.07.1926	Mexico	9.03.1938
Belize	15.12.1983	Myanmar	20.11.1922
Bosnia and Herzegovina	2.06.1993	Netherlands	9.03.1928
Brazil	8.06.1936	New Zealand	5.12.1961
Bulgaria	6.03.1925	Nicaragua	12.04.1934
Cameroon	3.09.1962	Nigeria	17.10.1960
Canada	31.03.1926	Norway	5.12.1980
Chile	18.10.1935	Pakistan	20.11.1922
China	2.12.1936	Panama	19.06.1970
Colombia	20.06.1933	Poland	21.06.1924
Costa Rica	23.07.1991	Romania	18.08.1923
Croatia	8.10.1991	Russian Federation	10.08.1956
Cuba	7.07.1928	Saint Lucia	14.05.1980
Cyprus	23.09.1960	Saint Vincent and the Grenadines	21.10.1998
Denmark	23.04.1938	Seychelles	6.02.1978
Djibouti	3.08.1978	Sierra Leone	13.06.1961
Dominica	28.02.1983	Singapore	25.10.1965
Estonia	8.09.1922	Slovenia	29.05.1992
Finland	10.10.1925	Solomon Islands	6.08.1985
France	22.03.1928	Somalia	18.11.1960
Germany	11.06.1929	Spain	20.06.1924
Ghana	20.05.1957	Sri Lanka	25.04.1951
Greece	28.06.1930	Sweden	14.07.1925
Grenada	9.07.1979	Switzerland	21.04.1960
Guatemala	13.06.1989	Tajikistan	26.11.1993
Guinea	12.12.1966	United Republic of Tanzania	30.01.1962
Hungary	1.03.1928	The former Yugoslav Republic of Macedonia	17.11.1991
India	20.11.1922	Trinidad and Tobago	24.05.1963
Iraq	19.04.1966	Tunisia	14.04.1970
Ireland	5.07.1930	Ukraine	14.09.1956
Italy	8.09.1924	United Kingdom	8.03.1926
Jamaica	26.12.1962	Uruguay	6.06.1933
Japan	7.06.1924	Yemen	14.04.1969
Kenya	9.02.1971	Yugoslavia	24.11.2000
Kyrgyzstan	31.03.1992		

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**Seamen's Articles of Agreement Convention, 1926 (No. 22)****Date of entry into force: 4.04.1928****58 ratifications**

Argentina	14.03.1950	Croatia	8.10.1991
Australia	1.04.1935	Cuba	7.07.1928
Bahamas	25.05.1976	Djibouti	3.08.1978
Bangladesh	22.06.1972	Dominica	28.02.1983
Barbados	8.05.1967	Egypt	4.08.1982
Belgium	3.10.1927	Estonia	10.05.1929
Belize	15.12.1983	Finland	8.04.1947
Bosnia and Herzegovina	2.06.1993	France	4.04.1928
Brazil	18.06.1965	Germany	20.09.1930
Bulgaria	29.11.1929	Ghana	18.03.1965
Canada	30.06.1938	India	31.10.1932
Chile	18.10.1935	Iraq	4.10.1966
China	2.12.1936	Ireland	5.07.1930
Colombia	20.06.1933	Italy	10.10.1929
Japan	22.08.1955	Poland	8.08.1931

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**Seamen's Articles of Agreement Convention, 1926 (No. 22)****Date of entry into force: 4.04.1928****58 ratifications**

Liberia	21.06.1977	Portugal	23.05.1983
Luxembourg	16.04.1928	Romania	11.10.2000
Malta	4.01.1965	Sierra Leone	15.06.1961
Mauritania	8.11.1963	Singapore	25.10.1965
Mexico	12.05.1934	Slovenia	29.05.1992
Morocco	14.03.1958	Somalia	18.11.1960
Myanmar	31.10.1932	Spain	23.02.1931
Netherlands	15.12.1937	The former Yugoslav Republic of Macedonia	17.11.1991
New Zealand	29.03.1938	Tunisia	14.04.1970
Nicaragua	12.04.1934	United Kingdom	14.06.1929
Norway	29.03.1940	Uruguay	6.06.1933
Pakistan	31.10.1932	Venezuela	20.11.1944
Panama	19.06.1970	Yugoslavia	24.11.2000
Papua New Guinea	1.05.1976		
Peru	4.04.1962		

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**Repatriation of Seamen Convention, 1926 (No. 23)****Date of entry into force: 16.04.1928****45 ratifications**

Argentina	14.03.1950	Mauritania	8.11.1963
Azerbaijan	19.05.1992	Mexico	12.05.1934
Belgium	3.10.1927	Netherlands	5.05.1948
Bosnia and Herzegovina	2.06.1993	New Zealand	11.01.1980
Bulgaria	29.11.1929	Nicaragua	12.04.1934
China	2.12.1936	Panama	19.06.1970
Colombia	20.06.1933	Peru	4.04.1962
Croatia	8.10.1991	Philippines	17.11.1960
Cuba	7.07.1928	Poland	8.08.1931
Cyprus	19.09.1995	Portugal	23.05.1983
Djibouti	3.08.1978	Russian Federation	4.11.1969
Egypt	4.08.1982	Slovenia	29.05.1992
Estonia	9.07.1928	Somalia	18.11.1960
France	4.03.1929	Spain	23.02.1931
Germany	14.03.1930	Switzerland	21.04.1960
Ghana	18.03.1965	Tajikistan	26.11.1993
Greece	6.05.1981	The former Yugoslav Republic of Macedonia	17.11.1991
Iraq	23.09.1976	Tunisia	14.04.1970
Ireland	5.07.1930	Ukraine	17.06.1970
Italy	10.10.1929	United Kingdom	3.06.1985
Kyrgyzstan	31.03.1992	Uruguay	6.06.1933
Liberia	21.06.1977	Yugoslavia	24.11.2000
Luxembourg	16.04.1928		

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**Officers' Competency Certificates Convention, 1936 (No. 53)****Date of entry into force: 29.03.1939****33 ratifications**

Argentina	17.02.1955	France	19.06.1947
Belgium	11.04.1938	Germany	18.11.1988
Bosnia and Herzegovina	2.06.1993	Ireland	10.06.1985
Brazil	12.10.1938	Israel	19.06.1969
Bulgaria	29.12.1949	Italy	22.10.1952
Croatia	8.10.1991	Liberia	9.05.1960
Cuba	5.02.1971	Libyan Arab Jamahiriya	15.11.1974
Denmark	13.07.1938	Luxembourg	15.02.1991
Djibouti	3.08.1978	Mauritania	8.11.1963
Egypt	20.05.1939	Mexico	1.09.1939
Estonia	20.06.1938	New Zealand	29.03.1938
Finland	8.04.1947	Norway	7.07.1937

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**Officers' Competency Certificates Convention, 1936 (No. 53)****Date of entry into force: 29.03.1939****33 ratifications**

Panama	19.06.1970	Syrian Arab Republic	26.07.1960
Peru	4.04.1962	The former Yugoslav Republic of	
Philippines	17.11.1960	Macedonia	17.11.1991
Slovenia	29.05.1992	United States	29.10.1938
Spain	5.05.1971	Yugoslavia	24.11.2000

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**Holidays with Pay (Sea) Convention, 1936 (No. 54)****Convention not in force****6 ratifications**

Bulgaria	29.12.1949	United States	29.10.1938
Mexico	12.06.1942	Uruguay	18.03.1954

**Denunciation (as a result of the ratification of Convention No. 91)**

Belgium	11.04.1938	France	19.06.1947
	Denounced on 14.09.1967		Denounced on 14.09.1967

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**Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)****Date of entry into force: 29.10.1939****16 ratifications**

Belgium	11.04.1938	Luxembourg	15.02.1991
Bulgaria	29.12.1949	Mexico	15.09.1939
Djibouti	3.08.1978	Morocco	14.03.1958
Egypt	4.08.1982	Panama	4.06.1971
France	19.06.1947	Peru	4.04.1962
Greece	19.06.1968	Spain	30.11.1971
Italy	22.10.1952	Tunisia	14.04.1970
Liberia	9.05.1960	United States	29.10.1938

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**Sickness Insurance (Sea) Convention, 1936 (No. 56)****Date of entry into force: 9.12.1949****19 ratifications**

Algeria	19.10.1962	Mexico	1.02.1984
Belgium	3.08.1949	Norway	6.06.1966
Bosnia and Herzegovina	2.06.1993	Panama	4.06.1971
Bulgaria	29.12.1949	Peru	4.04.1962
Croatia	8.10.1991	Slovenia	29.05.1992
Djibouti	3.08.1978	The former Yugoslav Republic of	
Egypt	4.08.1982	Macedonia	17.11.1991
France	9.12.1948	United Kingdom	30.09.1944
Germany	12.12.1956	Yugoslavia	24.11.2000
Luxembourg	15.02.1991		

**Denunciation (as a result of the ratification of Convention No. 165)**

Spain	30.11.1971
	Denounced on 2.07.1991

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**Hours of Work and Manning (Sea) Convention, 1936 (No. 57)****Convention not in force****4 ratifications**

Australia	24.09.1938	Bulgaria	29.12.1949
Belgium	11.04.1938	United States	29.10.1938

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**Minimum Age (Sea) Convention (Revised), 1936 (No. 58)****Date of entry into force: 11.04.1939****51 ratifications**

Argentina	17.02.1955	Liberia	9.05.1960
Australia	11.06.1992	Mauritania	8.11.1963
Belize	15.12.1983	Mexico	18.07.1952
Canada	10.09.1951	New Zealand	7.06.1946
Djibouti	3.08.1978	Nigeria	16.06.1961
Fiji	19.04.1974	Peru	4.04.1962
Ghana	20.05.1957	Sierra Leone	13.06.1961
Grenada	9.07.1979	Sri Lanka	18.05.1959
Guatemala	30.10.1961	United Republic of Tanzania – Zanzibar	22.06.1964
Jamaica	26.12.1962	United States	29.10.1938
Lebanon	6.12.1993	Yemen	14.04.1969

**Denunciation (as a result of the ratification of Convention No. 138)**

Albania	3.06.1957	Kenya	13.01.1964
	Denounced on 16.02.1998		Denounced on 9.04.1979
Algeria	19.10.1962	Mauritius	2.12.1969
	Denounced on 30.04.1984		Denounced on 30.07.1990
Belarus	6.11.1956	Netherlands	8.07.1947
	Denounced on 3.05.1979		Denounced on 14.09.1976
Belgium	11.04.1938	Norway	7.07.1937
	Denounced on 19.04.1988		Denounced on 8.07.1980
Brazil	12.10.1938	Panama	19.06.1970
	Denounced on 28.06.2001		Denounced 31.10.2000
Bulgaria	29.12.1949	Russian Federation	10.08.1956
	Denounced on 23.04.1980		Denounced on 3.05.1979
Cuba	20.07.1953	Seychelles	6.02.1978
	Denounced on 19.06.1976		Denounced on 7.03.2000
Cyprus	10.01.1995	Spain	5.05.1971
	Denounced on 2.10.1997		Denounced on 16.05.1977
Denmark	4.06.1955	Sweden	6.01.1939
	Denounced on 13.11.1997		Denounced on 23.04.1990
France	9.12.1948	Switzerland	21.04.1960
	Denounced on 13.07.1990		Denounced on 17.08.1999
Greece	9.10.1963	Tunisia	14.04.1970
	Denounced on 14.03.1986		Denounced on 19.10.1995
Iceland	21.08.1956	Turkey	29.09.1959
	Denounced on 6.12.1999		Denounced on 30.10.1998
Iraq	30.12.1939	Ukraine	14.09.1956
	Denounced on 13.02.1985		Denounced on 3.05.1979
Italy	22.10.1952	Uruguay	18.03.1954
	Denounced on 28.07.1981		Denounced on 2.06.1977
Japan	22.08.1955	Yugoslavia	5.05.1958
	Denounced on 5.06.2000		Denounced on 6.12.1983

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**Food and Catering (Ships' Crews) Convention, 1946 (No. 68)****Date of entry into force: 24.03.1957****24 ratifications**

Algeria	19.10.1962	Italy	22.10.1952
Angola	4.06.1976	Luxembourg	15.02.1991
Argentina	24.09.1956	Netherlands	17.06.1958
Belgium	5.12.1951	New Zealand	31.05.1977
Bulgaria	29.12.1949	Norway	28.01.1957
Canada	19.03.1951	Panama	4.06.1971
Egypt	10.08.1982	Peru	4.04.1962
Equatorial Guinea	23.04.1996	Poland	13.04.1954
France	9.12.1948	Portugal	13.06.1952
Greece	28.08.1981	Romania	11.10.2000
Guinea-Bissau	21.02.1977	Spain	14.07.1971
Ireland	12.06.1956	United Kingdom	6.08.1953

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**Certification of Ships' Cooks Convention, 1946 (No. 69)****Date of entry into force: 22.04.1953****36 ratifications**

Algeria	19.10.1962	Kyrgyzstan	31.03.1992
Angola	4.06.1976	Luxembourg	15.02.1991
Australia	29.08.1995	Netherlands	23.02.1951
Azerbaijan	19.05.1992	New Zealand	11.01.1980
Belgium	5.12.1951	Norway	6.03.1952
Bosnia and Herzegovina	2.06.1993	Panama	4.06.1971
Bulgaria	29.12.1949	Peru	4.04.1962
Canada	19.03.1951	Poland	13.04.1954
Croatia	8.10.1991	Portugal	13.06.1952
Djibouti	3.08.1978	Russian Federation	4.11.1969
Egypt	4.08.1982	Slovenia	29.05.1992
France	9.12.1948	Spain	5.05.1971
Ghana	18.03.1965	Tajikistan	26.11.1993
Greece	9.10.1963	The former Yugoslav Republic of Macedonia	17.11.1991
Guinea-Bissau	21.02.1977	Ukraine	17.06.1970
Indonesia	30.03.1992	United Kingdom	29.07.1949
Ireland	16.06.1951	Yugoslavia	24.11.2000
Italy	22.10.1952		
Japan	29.07.1975		

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**Social Security (Seafarers) Convention, 1946 (No. 70)****Convention not in force****7 ratifications**

Algeria	19.10.1962	Peru	4.04.1962
France	9.12.1948	Poland	8.10.1956
Netherlands	22.12.1961	United Kingdom	20.05.1953

**Denunciation (as a result of the ratification of Convention No. 165)**

Spain	8.05.1973
	Denounced on 2.07.1991

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**Seafarers' Pensions Convention, 1946 (No. 71)****Date of entry into force: 10.10.1962****13 ratifications**

Algeria	19.10.1962	Italy	10.04.1962
Argentina	17.02.1955	Lebanon	6.12.1993
Bulgaria	29.12.1949	Netherlands	27.08.1957
Djibouti	3.08.1978	Norway	4.07.1949
Egypt	4.08.1982	Panama	4.06.1971
France	9.12.1948	Peru	4.04.1962
Greece	2.12.1986		

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**Paid Vacations (Seafarers) Convention, 1946 (No. 72)****Convention not in force****5 ratifications**

Bulgaria	29.12.1949
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**Denunciation (as a result of the ratification of Convention No. 91)**

Algeria	19.10.1962	Finland	23.08.1949
	Denounced on 14.09.1967		Denounced on 14.09.1967
Cuba	13.01.1954	France	9.12.1948
	Denounced on 14.09.1967		Denounced on 14.09.1967

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**Medical Examination (Seafarers) Convention, 1946 (No. 73)****Date of entry into force: 17.08.1955****43 ratifications**

Algeria	19.10.1962	Kyrgyzstan	31.03.1992
Angola	4.06.1976	Lebanon	6.12.1993
Argentina	17.02.1955	Lithuania	19.11.1997
Australia	29.08.1995	Luxembourg	15.02.1991
Azerbaijan	19.05.1992	Malta	18.05.1990
Belgium	5.12.1951	Netherlands	17.06.1958
Bosnia and Herzegovina	2.06.1993	Norway	17.02.1955
Bulgaria	29.12.1949	Panama	4.06.1971
Canada	19.03.1951	Peru	4.04.1962
Croatia	8.10.1991	Poland	13.04.1954
Denmark	28.07.1980	Portugal	13.06.1952
Djibouti	3.08.1978	Russian Federation	4.11.1969
Egypt	10.08.1982	Slovenia	29.05.1992
Finland	15.05.1956	Spain	14.07.1971
France	9.12.1948	Sweden	9.01.1962
Germany	8.10.1976	Tajikistan	26.11.1993
Greece	6.05.1981	The former Yugoslav Republic of Macedonia	17.11.1991
Guinea-Bissau	21.02.1977	Tunisia	14.04.1970
Ireland	6.06.1986	Ukraine	17.06.1970
Italy	22.10.1952	Uruguay	18.03.1954
Japan	22.08.1955	Yugoslavia	24.11.2000
Republic of Korea	9.12.1992		

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**Certification of Able Seamen Convention, 1946 (No. 74)****Date of entry into force: 14.07.1951****27 ratifications**

Algeria	19.10.1962	Luxembourg	15.02.1991
Angola	4.06.1976	Mauritius	2.12.1969
Barbados	8.05.1967	Netherlands	14.07.1950
Belgium	5.12.1951	New Zealand	5.12.1961
Bosnia and Herzegovina	2.06.1993	Panama	4.06.1971
Canada	19.03.1951	Poland	13.04.1954
Croatia	8.10.1991	Portugal	13.06.1952
Egypt	30.03.1967	Slovenia	29.05.1992
France	9.12.1948	Spain	5.05.1971
Ghana	18.03.1965	The former Yugoslav Republic of Macedonia	17.11.1991
Guinea-Bissau	21.02.1977	United Kingdom	13.05.1952
Ireland	21.06.1957	United States	9.04.1953
Italy	23.06.1981	Yugoslavia	24.11.2000
Lebanon	6.12.1993		

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**Accommodation of Crews Convention, 1946 (No. 75)****Convention not in force****5 ratifications**

Bulgaria	29.12.1949
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**Denunciation (as a result of the ratification of Convention No. 92)**

Finland	23.08.1949	Norway	4.07.1949
	Denounced on 29.01.1953		Denounced on 29.01.1953
France	9.12.1948	Sweden	21.10.1947
	Denounced on 29.01.1953		Denounced on 29.01.1953

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**Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76)****Convention not in force****1 ratification**

Australia	25.01.1949
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**Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)****Date of entry into force: 14.09.1967****24 ratifications**

Algeria	19.10.1962	Israel	30.03.1953
Angola	4.06.1976	Mauritania	8.11.1963
Belgium	30.08.1962	Norway	29.06.1950
Bosnia and Herzegovina	2.06.1993	Poland	8.10.1956
Croatia	8.10.1991	Slovenia	29.05.1992
Cuba	29.04.1952	The former Yugoslav Republic of Macedonia	17.11.1991
Djibouti	3.08.1978	Tunisia	14.04.1970
Guinea-Bissau	21.02.1977	Yugoslavia	24.11.2000
Iceland	15.07.1952		

**Denunciation (as a result of the ratification of Convention No. 146)**

Brazil	18.06.1965	Netherlands	22.12.1961
	Denounced on 24.09.1998		Denounced on 12.11.1980
Finland	22.12.1951	Portugal	29.07.1952
	Denounced on 15.01.1990		Denounced on 25.06.1984
France	26.10.1951	Spain	5.05.1971
	Denounced on 15.06.1978		Denounced on 9.03.1979
Italy	5.05.1971		
	Denounced on 28.07.1981		

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**Accommodation of Crews Convention (Revised), 1949 (No. 92)****Date of entry into force: 29.01.1953****43 ratifications**

Algeria	19.10.1962	Israel	21.08.1980
Angola	4.06.1976	Italy	23.06.1981
Australia	11.06.1992	Kyrgyzstan	31.03.1992
Azerbaijan	19.05.1992	Liberia	21.06.1977
Belgium	30.08.1962	Luxembourg	15.02.1991
Bosnia and Herzegovina	2.06.1993	Netherlands	17.06.1958
Brazil	8.06.1954	New Zealand	31.05.1977
Costa Rica	2.06.1960	Norway	29.06.1950
Croatia	8.10.1991	Panama	4.06.1971
Cuba	29.04.1952	Poland	13.04.1954
Cyprus	19.09.1995	Portugal	29.07.1952
Denmark	30.09.1950	Romania	11.10.2000
Egypt	4.08.1982	Russian Federation	4.11.1969
Equatorial Guinea	23.04.1996	Slovenia	29.05.1992
Finland	22.12.1951	Spain	14.07.1971
France	26.10.1951	Sweden	18.07.1950
Germany	14.08.1974	Tajikistan	26.11.1993
Ghana	18.03.1965	The former Yugoslav Republic of Macedonia	17.11.1991
Greece	2.12.1986	Ukraine	17.06.1970
Guinea-Bissau	21.02.1977	United Kingdom	6.08.1953
Iraq	1.12.1977	Yugoslavia	24.11.2000
Ireland	21.07.1952		

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**Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)****Convention not in force****6 ratifications**

Australia	3.03.1954	Iraq	15.08.1985
Brazil	18.06.1965	Philippines	29.12.1953
Cuba	29.04.1952	Uruguay	18.03.1954

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**Seafarers' Identity Documents Convention, 1958 (No. 108)****Date of entry into force: 19.02.1961****60 ratifications**

Algeria	13.08.1991	Kyrgyzstan	31.03.1992
Angola	4.06.1976	Latvia	8.03.1993
Antigua and Barbuda	2.02.1983	Liberia	8.07.1981
Azerbaijan	19.05.1992	Lithuania	19.11.1997
Barbados	8.05.1967	Luxembourg	15.02.1991
Belarus	28.02.1994	Malta	4.01.1965
Belize	15.12.1983	Mauritius	2.12.1969
Brazil	5.11.1963	Mexico	11.09.1961
Bulgaria	26.01.1977	Republic of Moldova	23.03.2000
Cameroon	29.11.1982	Norway	26.10.1970
Canada	31.05.1967	Panama	19.06.1970
Cuba	30.12.1975	Poland	15.03.1993
Czech Republic	6.08.1996	Portugal	3.08.1967
Denmark	26.10.1970	Romania	20.09.1976
Djibouti	3.08.1978	Russian Federation	4.11.1969
Dominica	28.02.1983	Saint Lucia	14.05.1980
Estonia	11.12.1996	Saint Vincent and the Grenadines	21.10.1998
Fiji	19.04.1974	Seychelles	6.02.1978
Finland	26.10.1970	Solomon Islands	6.08.1985
France	8.06.1967	Spain	5.05.1971
Ghana	19.02.1960	Sri Lanka	24.11.1995
Greece	9.10.1963	Sweden	26.10.1970
Grenada	9.07.1979	Tajikistan	26.11.1993
Guatemala	28.11.1960	United Republic of Tanzania –Tanganyika	26.11.1962
Guinea-Bissau	21.02.1977	Tunisia	26.10.1959
Guyana	8.06.1966	Ukraine	17.06.1970
Honduras	20.06.1960	United Kingdom	18.02.1964
Iceland	26.10.1970		
Islamic Republic of Iran	13.03.1967		<i>In conformity with Article 1, paragraph 2, of the Convention, fishermen shall not be regarded as seafarers for the purpose of this Convention.</i>
Iraq	23.09.1986		
Ireland	17.06.1961	Uruguay	28.06.1973
Italy	12.08.1963		

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**Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)****Convention not in force****16 ratifications**

Australia	15.06.1972	Italy	23.06.1981
Bosnia and Herzegovina	2.06.1993	Lebanon	6.12.1993
Brazil	30.11.1966	Mexico	11.09.1961
<i>Excluding Part II</i>		Portugal	9.01.1981
Croatia	8.10.1991	Slovenia	29.05.1992
France	8.06.1967	Spain	14.07.1971
<i>Excluding Part II</i>		The former Yugoslav Republic of	
Guatemala	2.08.1961	Macedonia	17.11.1991
Iraq	23.09.1986	Yugoslavia	24.11.2000

**Conditional ratification**

Norway	30.08.1966
<i>Excluding Part II</i>	

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**Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)****Date of entry into force: 27.08.1991****26 ratifications**

Australia	11.06.1992	Liberia	8.05.1978
Azerbaijan	19.05.1992	Netherlands	8.01.1985
Brazil	16.04.1992	New Zealand	31.05.1977
Côte d'Ivoire	19.06.1972	Nigeria	12.06.1973
Finland	22.11.1974	Norway	14.03.1975
France	24.03.1972	Poland	9.10.1975
Germany	14.08.1974	Romania	11.10.2000
Greece	24.09.1986	Russian Federation	27.08.1990
Guinea	26.05.1977	Sweden	17.02.1972
Israel	21.08.1980	Tajikistan	26.11.1993
Italy	23.06.1981	Ukraine	24.08.1993
Kyrgyzstan	31.03.1992	United Kingdom	26.03.1981
Lebanon	6.12.1993	Uruguay	2.06.1977

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**Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)****Date of entry into force: 17.02.1973****27 ratifications**

Azerbaijan	19.05.1992	Kyrgyzstan	31.03.1992
Brazil	25.07.1996	Mexico	2.05.1974
Costa Rica	8.06.1979	New Zealand	31.05.1977
Denmark	28.07.1980	Nigeria	12.06.1973
Egypt	4.08.1982	Norway	9.03.1976
Finland	22.11.1974	Poland	26.06.1980
France	27.02.1978	Romania	28.10.1975
Germany	14.08.1974	Russian Federation	5.10.1987
Greece	8.06.1977	Spain	30.11.1971
Guinea	26.05.1977	Sweden	17.02.1972
Israel	21.08.1980	Tajikistan	26.11.1993
Italy	23.06.1981	United Republic of Tanzania	30.05.1983
Japan	3.07.1978	Uruguay	2.06.1977
Kenya	6.06.1990		

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**Continuity of Employment (Seafarers) Convention, 1976 (No. 145)****Date of entry into force: 3.05.1979****17 ratifications**

Brazil	18.05.1990	Morocco	7.03.1980
Costa Rica	16.06.1981	Netherlands	10.01.1979
Cuba	9.02.1979	New Zealand	11.01.1980
Egypt	17.03.1983	Norway	24.01.1979
Finland	2.10.1978	Poland	10.10.1979
France	3.05.1978	Portugal	23.05.1983
Hungary	8.06.1978	Spain	28.04.1978
Iraq	14.11.1979	Sweden	6.10.1981
Italy	23.06.1981		

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**Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)**

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**Date of entry into force: 13.06.1979****13 ratifications**

Brazil	24.09.1998	Morocco	10.07.1980
<i>Length of annual leave specified: 30 days</i>		<i>Length of annual leave specified: 30 days</i>	
Cameroon	13.06.1978	Netherlands	12.11.1980
<i>Length of annual leave specified: 60 consecutive days for officers and 3 consecutive days per month for seamen</i>		<i>Length of annual leave specified: 30 days</i>	
Finland	15.01.1990	Nicaragua	1.10.1981
<i>Length of annual leave specified: 30 days</i>		<i>Length of annual leave specified: 30 days</i>	
France	15.06.1978	Portugal	25.06.1984
<i>Length of annual leave specified: 116 days for officers and seamen employed on board French merchant vessels and a minimum of 111 days for crews of tugboats and port vessels</i>		<i>Length of annual leave specified: 30 days</i>	
Iraq	15.02.1985	Spain	
<i>Length of annual leave specified: 36 days</i>		<i>Length of annual leave specified: 37, 40 or 60 days according to the different types of navigation and 44, 60 or 64 days for special leave according to the cargoes carried by the different types of ships</i>	
Italy	28.07.1981	Sweden	7.06.1978
<i>Length of annual leave specified: 30 days</i>		<i>Length of annual leave specified: 5 weeks</i>	
Kenya	14.09.1990		
<i>Length of annual leave specified: 30 days</i>			

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**Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)**

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**Date of entry into force: 28.11.1981****42 ratifications**

Azerbaijan	19.05.1992	Kyrgyzstan	31.03.1992
Bahamas	3.01.2001	Latvia	12.11.1998
Barbados	16.05.1994	Lebanon	6.12.1993
Belgium	16.09.1982	Liberia	8.07.1981
Brazil	17.01.1991	Luxembourg	15.02.1991
Canada	25.05.1993	Morocco	15.06.1981
Costa Rica	24.06.1981	Netherlands	25.01.1979
Croatia	19.07.1996	Norway	24.01.1979
Cyprus	19.09.1995	Poland	2.06.1995
Denmark	28.07.1980	Portugal	2.05.1985
Egypt	17.03.1983	Romania	15.05.2001
Finland	2.10.1978		<i>Has ratified the Protocol of 1996</i>
France	2.05.1978	Russian Federation	7.05.1991
Germany	14.07.1980	Slovenia	21.06.1999
Greece	18.09.1979	Spain	28.04.1978
Iceland	11.05.1999	Sweden	20.12.1978
India	26.09.1996		<i>Has ratified the Protocol of 1996</i>
Iraq	15.02.1985	Tajikistan	26.11.1993
Ireland	16.12.1992	Trinidad and Tobago	3.06.1999
	<i>Has ratified the Protocol of 1996</i>	Ukraine	17.03.1994
Israel	6.12.1996	United Kingdom	28.11.1980
Italy	23.06.1981		<i>Has ratified the Protocol of 1996</i>
Japan	31.05.1983	United States	15.06.1988

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**Seafarers' Welfare Convention, 1987 (No. 163)**

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**Date of entry into force: 3.10.1990****11 ratifications**

Brazil	4.03.1997	Norway	26.11.1993
Czech Republic	1.01.1993	Slovakia	1.01.1993
Denmark	16.09.1993	Spain	3.10.1989
Finland	30.06.1992	Sweden	21.02.1990
Hungary	14.03.1989	Switzerland	15.11.1989
Mexico	5.10.1990		

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**Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)****Date of entry into force: 11.01.1991****10 ratifications**

Brazil	4.03.1997	Mexico	5.10.1990
Czech Republic	1.01.1993	Norway	11.06.1999
Finland	17.01.1995	Slovakia	1.01.1993
Germany	17.10.1994	Spain	3.07.1990
Hungary	14.03.1989	Sweden	21.02.1990

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**Social Security (Seafarers) Convention (Revised), 1987 (No. 165)****Date of entry into force: 2.07.1992****2 ratifications**

Hungary	13.12.1989	Spain	2.07.1991
<i>Has accepted the obligations of Article 9 of the Convention in respect of the branches mentioned in Article 3(b), (d) and (e)</i>		<i>Has accepted the obligations of Article 9 of the Convention in respect of the branches mentioned in Article 3(a) and (c) and those of Article 11 in respect of the branches mentioned in Article 3(b), (e) and (g)</i>	

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**Repatriation of Seafarers Convention (Revised), 1987 (No. 166)****Date of entry into force: 3.07.1991****8 ratifications**

Australia	29.08.1995	Luxembourg	15.02.1991
Brazil	4.03.1997	Mexico	5.10.1990
Guyana	10.06.1996	Romania	11.10.2000
Hungary	14.03.1989	Spain	3.07.1990

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**Labour Inspection (Seafarers) Convention, 1996 (No. 178)****Date of entry into force: 22.04.2000****5 ratifications**

Finland	24.02.1999	Norway	11.06.1999
Ireland	22.04.1999	Sweden	15.12.2000
Morocco	1.12.2000		

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**Recruitment and Placement of Seafarers Convention, 1996 (No. 179)****Date of entry into force: 22.04.2000****6 ratifications**

Finland	25.05.1999	Norway	11.06.1999
Ireland	22.04.1999	Philippines	13.03.1998
Morocco	1.12.2000	Russian Federation	27.08.2001

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**Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)****Convention not in force****4 ratifications**

Ireland	22.04.1999	Romania	11.10.2000
Morocco	1.12.2000	Sweden	15.12.2000

**(b) List of ratifications of ILO  
fundamental Conventions (1 October 2001)**

**Forced Labour Convention, 1930 (No. 29)**

Date of entry into force: 1.05.1932

159 ratifications

Albania	25.06.1957	Ghana	20.05.1957
Algeria	19.10.1962	Greece	13.06.1952
Angola	4.06.1976	Grenada	9.07.1979
Antigua and Barbuda	2.02.1983	Guatemala	13.06.1989
Argentina	14.03.1950	Guinea	21.01.1959
Australia	2.01.1932	Guinea-Bissau	21.02.1977
Austria	7.06.1960	Guyana	8.06.1966
Azerbaijan	19.05.1992	Haiti	4.03.1958
Bahamas	25.05.1976	Honduras	21.02.1957
Bahrain	11.06.1981	Hungary	8.06.1956
Bangladesh	22.06.1972	Iceland	17.02.1958
Barbados	8.05.1967	India	30.11.1954
Belarus	21.08.1956	Indonesia	12.06.1950
Belgium	20.01.1944	Islamic Republic of Iran	10.06.1957
Belize	15.12.1983	Iraq	27.11.1962
Benin	12.12.1960	Ireland	2.03.1931
Bosnia and Herzegovina	2.06.1993	Israel	7.06.1955
Botswana	5.06.1997	Italy	18.06.1934
Brazil	25.04.1957	Jamaica	26.12.1962
Bulgaria	22.09.1932	Japan	21.11.1932
Burkina Faso	21.11.1960	Jordan	6.06.1966
Burundi	11.03.1963	Kazakhstan	18.05.2001
Cambodia	24.02.1969	Kenya	13.01.1964
Cameroon	7.06.1960	Kuwait	23.09.1968
Cape Verde	3.04.1979	Kyrgyzstan	31.03.1992
Central African Republic	27.10.1960	Lao People's Democratic Republic	23.01.1964
Chad	10.11.1960	Lebanon	1.06.1977
Chile	31.05.1933	Lesotho	31.10.1966
Colombia	4.03.1969	Liberia	1.05.1931
Comoros	23.10.1978	Libyan Arab Jamahiriya	13.06.1961
Congo	10.11.1960	Lithuania	26.09.1994
Costa Rica	2.06.1960	Luxembourg	24.07.1964
Côte d'Ivoire	21.11.1960	Madagascar	1.11.1960
Croatia	8.10.1991	Malawi	19.11.1999
Cuba	20.07.1953	Malaysia	11.11.1957
Cyprus	23.09.1960	Mali	22.09.1960
Czech Republic	1.01.1993	Malta	4.01.1965
Democratic Republic of the Congo	20.09.1960	Mauritania	20.06.1961
Denmark	11.02.1932	Mauritius	2.12.1969
Djibouti	3.08.1978	Mexico	12.05.1934
Dominica	28.02.1983	Republic of Moldova	23.03.2000
Dominican Republic	5.12.1956	Morocco	20.05.1957
Ecuador	6.07.1954	Myanmar	4.03.1955
Egypt	29.11.1955	Namibia	15.11.2000
El Salvador	15.06.1995	Netherlands	31.03.1933
Equatorial Guinea	13.08.2001	New Zealand	29.03.1938
Eritrea	22.02.2000	Nicaragua	12.04.1934
Estonia	7.02.1996	Niger	27.02.1961
Fiji	19.04.1974	Nigeria	17.10.1960
Finland	13.01.1936	Norway	1.07.1932
France	24.06.1937	Oman	30.10.1998
Gabon	14.10.1960	Pakistan	23.12.1957
Gambia	4.09.2000	Panama	16.05.1966
Georgia	22.06.1993	Papua New Guinea	1.05.1976
Germany	13.06.1956	Paraguay	28.08.1967

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**Forced Labour Convention, 1930 (No. 29)****Date of entry into force: 1.05.1932****159 ratifications**

Peru	1.02.1960	Swaziland	26.04.1978
Poland	30.07.1958	Sweden	22.12.1931
Portugal	26.06.1956	Switzerland	23.05.1940
Qatar	12.03.1998	Syrian Arab Republic	26.07.1960
Romania	28.05.1957	Tajikistan	26.11.1993
Russian Federation	23.06.1956	United Republic of Tanzania	30.01.1962
Rwanda	23.05.2001	Thailand	26.02.1969
Saint Kitts and Nevis	12.10.2000	The former Yugoslav Republic of Macedonia	17.11.1991
Saint Lucia	14.05.1980	Togo	7.06.1960
Saint Vincent and the Grenadines	21.10.1998	Trinidad and Tobago	24.05.1963
San Marino	1.02.1995	Tunisia	17.12.1962
Saudi Arabia	15.06.1978	Turkey	30.10.1998
Senegal	4.11.1960	Turkmenistan	15.05.1997
Seychelles	6.02.1978	Uganda	4.06.1963
Sierra Leone	13.06.1961	Ukraine	10.08.1956
Singapore	25.10.1965	United Arab Emirates	27.05.1982
Slovakia	1.01.1993	United Kingdom	3.06.1931
Slovenia	29.05.1992	Uruguay	6.09.1995
Solomon Islands	6.08.1985	Uzbekistan	13.07.1992
Somalia	18.11.1960	Venezuela	20.11.1944
South Africa	5.03.1997	Yemen	14.04.1969
Spain	29.08.1932	Yugoslavia	24.11.2000
Sri Lanka	5.04.1950	Zambia	2.12.1964
Sudan	18.06.1957	Zimbabwe	27.08.1998
Suriname	15.06.1976		

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**Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)****Date of entry into force: 4.07.1950****138 ratifications**

Albania	3.06.1957	Congo	10.11.1960
Algeria	19.10.1962	Costa Rica	2.06.1960
Angola	13.06.2001	Côte d'Ivoire	21.11.1960
Antigua and Barbuda	2.02.1983	Croatia	8.10.1991
Argentina	18.01.1960	Cuba	25.06.1952
Australia	28.02.1973	Cyprus	24.05.1966
Austria	18.10.1950	Czech Republic	1.01.1993
Azerbaijan	19.05.1992	Democratic Republic of the Congo	20.06.2001
Bahamas	14.06.2001	Denmark	13.06.1951
Bangladesh	22.06.1972	Djibouti	3.08.1978
Barbados	8.05.1967	Dominica	28.02.1983
Belarus	6.11.1956	Dominican Republic	5.12.1956
Belgium	23.10.1951	Ecuador	29.05.1967
Belize	15.12.1983	Egypt	6.11.1957
Benin	12.12.1960	Equatorial Guinea	13.08.2001
Bolivia	4.01.1965	Eritrea	22.02.2000
Bosnia and Herzegovina	2.06.1993	Estonia	22.03.1994
Botswana	22.12.1997	Ethiopia	4.06.1963
Bulgaria	8.06.1959	Finland	20.01.1950
Burkina Faso	21.11.1960	France	28.06.1951
Burundi	25.06.1993	Gabon	14.10.1960
Cambodia	23.08.1999	Gambia	4.09.2000
Cameroon	7.06.1960	Georgia	3.08.1999
Canada	23.03.1972	Germany	20.03.1957
Cape Verde	1.02.1999	Ghana	2.06.1965
Central African Republic	27.10.1960	Greece	30.03.1962
Chad	10.11.1960	Grenada	25.10.1994
Chile	1.02.1999	Guatemala	13.02.1952
Colombia	16.11.1976	Guinea	21.01.1959
Comoros	23.10.1978	Guyana	25.09.1967

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**Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)****Date of entry into force: 4.07.1950****138 ratifications**

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Haiti	5.06.1979	Philippines	29.12.1953
Honduras	27.06.1956	Poland	25.02.1957
Hungary	6.06.1957	Portugal	14.10.1977
Iceland	19.08.1950	Romania	28.05.1957
Indonesia	9.06.1998	Russian Federation	10.08.1956
Ireland	4.06.1955	Rwanda	8.11.1988
Israel	28.01.1957	Saint Kitts and Nevis	25.08.2000
Italy	13.05.1958	Saint Lucia	14.05.1980
Jamaica	26.12.1962	San Marino	19.12.1986
Japan	14.06.1965	Sao Tome and Principe	17.06.1992
Kazakhstan	13.12.2000	Senegal	4.11.1960
Kuwait	21.09.1961	Seychelles	6.02.1978
Kyrgyzstan	31.03.1992	Sierra Leone	15.06.1961
Latvia	27.01.1992	Slovakia	1.01.1993
Lesotho	31.10.1966	Slovenia	29.05.1992
Liberia	25.05.1962	South Africa	19.02.1996
Libyan Arab Jamahiriya	4.10.2000	Spain	20.04.1977
Lithuania	26.09.1994	Sri Lanka	15.09.1995
Luxembourg	3.03.1958	Suriname	15.06.1976
Madagascar	1.11.1960	Swaziland	26.04.1978
Malawi	19.11.1999	Sweden	25.11.1949
Mali	22.09.1960	Switzerland	25.03.1975
Malta	4.01.1965	Syrian Arab Republic	26.07.1960
Mauritania	20.06.1961	Tajikistan	26.11.1993
Mexico	1.04.1950	United Republic of Tanzania	18.04.2000
Republic of Moldova	12.08.1996	The former Yugoslav Republic of Macedonia	17.11.1991
Mongolia	3.06.1969	Togo	7.06.1960
Mozambique	23.12.1996	Trinidad and Tobago	24.05.1963
Myanmar	4.03.1955	Tunisia	18.06.1957
Namibia	3.01.1995	Turkey	12.07.1993
Netherlands	7.03.1950	Turkmenistan	15.05.1997
Nicaragua	31.10.1967	Ukraine	14.09.1956
Niger	27.02.1961	United Kingdom	27.06.1949
Nigeria	17.10.1960	Uruguay	18.03.1954
Norway	4.07.1949	Venezuela	20.09.1982
Pakistan	14.02.1951	Yemen	29.07.1976
Panama	3.06.1958	Yugoslavia	24.11.2000
Papua New Guinea	2.06.2000	Zambia	2.09.1996
Paraguay	28.06.1962		
Peru	2.03.1960		

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## Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Date of entry into force: 18.07.1951

150 ratifications

Albania	3.06.1957	Guinea-Bissau	21.02.1977
Algeria	19.10.1962	Guyana	8.06.1966
Angola	4.06.1976	Haiti	12.04.1957
Antigua and Barbuda	2.02.1983	Honduras	27.06.1956
Argentina	24.09.1956	Hungary	6.06.1957
Australia	28.02.1973	Iceland	15.07.1952
Austria	10.11.1951	Indonesia	15.07.1957
Azerbaijan	19.05.1992	Iraq	27.11.1962
Bahamas	25.05.1976	Ireland	4.06.1955
Bangladesh	22.06.1972	Israel	28.01.1957
Barbados	8.05.1967	Italy	13.05.1958
Belarus	6.11.1956	Jamaica	26.12.1962
Belgium	10.12.1953	Japan	20.10.1953
Belize	15.12.1983	Jordan	12.12.1968
Benin	16.05.1968	Sierra Leone	13.06.1961
Bolivia	15.11.1973	Singapore	25.10.1965
Bosnia and Herzegovina	2.06.1993	Kazakhstan	18.05.2001
Botswana	22.12.1997	Kenya	13.01.1964
Brazil	18.11.1952	Kyrgyzstan	31.03.1992
Bulgaria	8.06.1959	Latvia	27.01.1992
Burkina Faso	16.04.1962	Lebanon	1.06.1977
Burundi	10.10.1997	Lesotho	31.10.1966
Cambodia	23.08.1999	Liberia	25.05.1962
Cameroon	3.09.1962	Libyan Arab Jamahiriya	20.06.1962
Cape Verde	3.04.1979	Lithuania	26.09.1994
Central African Republic	9.06.1964	Luxembourg	3.03.1958
Chad	8.06.1961	Madagascar	3.06.1998
Chile	1.02.1999	Malawi	22.03.1965
Colombia	16.11.1976	Malaysia	5.06.1961
Comoros	23.10.1978	Mali	2.03.1964
Congo	26.11.1999	Malta	4.01.1965
Costa Rica	2.06.1960	Mauritius	2.12.1969
Côte d'Ivoire	5.05.1961	Republic of Moldova	12.08.1996
Croatia	8.10.1991	Mongolia	3.06.1969
Cuba	29.04.1952	Morocco	20.05.1957
Cyprus	24.05.1966	Mozambique	23.12.1996
Czech Republic	1.01.1993	Namibia	3.01.1995
Democratic Republic of the Congo	16.06.1969	Nepal	11.11.1996
Denmark	15.08.1955	Netherlands	22.12.1993
Djibouti	3.08.1978	Nicaragua	31.10.1967
Dominica	28.02.1983	Niger	23.03.1962
Dominican Republic	22.09.1953	Nigeria	17.10.1960
Ecuador	28.05.1959	Norway	17.02.1955
Egypt	3.07.1954	Pakistan	26.05.1952
Equatorial Guinea	13.08.2001	Panama	16.05.1966
Eritrea	22.02.2000	Papua New Guinea	1.05.1976
Estonia	22.03.1994	Paraguay	21.03.1966
Ethiopia	4.06.1963	Peru	13.03.1964
Fiji	19.04.1974	Philippines	29.12.1953
Finland	22.12.1951	Poland	25.02.1957
France	26.10.1951	Portugal	1.07.1964
Gabon	29.05.1961	Romania	26.11.1958
Gambia	4.09.2000	Russian Federation	10.08.1956
Georgia	22.06.1993	Rwanda	8.11.1988
Germany	8.06.1956	Saint Kitts and Nevis	4.09.2000
Ghana	2.07.1959	Saint Lucia	14.05.1980
Greece	30.03.1962	Saint Vincent and the Grenadines	21.10.1998
Grenada	9.07.1979	San Marino	19.12.1986
Guatemala	13.02.1952	Sao Tome and Principe	17.06.1992
Guinea	26.03.1959	Senegal	28.07.1961

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**Right to Organise and Collective Bargaining Convention, 1949 (No. 98)****Date of entry into force: 18.07.1951****150 ratifications**

Seychelles	4.10.1999	Togo	8.11.1983
Slovakia	1.01.1993	Trinidad and Tobago	24.05.1963
Slovenia	29.05.1992	Tunisia	15.05.1957
South Africa	19.02.1996	Turkey	23.01.1952
Spain	20.04.1977	Turkmenistan	15.05.1997
Sri Lanka	13.12.1972	Uganda	4.06.1963
Sudan	18.06.1957	Ukraine	14.09.1956
Suriname	5.06.1996	United Kingdom	30.06.1950
Swaziland	26.04.1978	Uruguay	18.03.1954
Sweden	18.07.1950	Uzbekistan	13.07.1992
Switzerland	17.08.1999	Venezuela	19.12.1968
Syrian Arab Republic	7.06.1957	Yemen	14.04.1969
Tajikistan	26.11.1993	Yugoslavia	24.11.2000
United Republic of Tanzania	30.01.1962	Zambia	2.09.1996
The former Yugoslav Republic of Macedonia	17.11.1991	Zimbabwe	27.08.1998

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**Equal Remuneration Convention, 1951 (No. 100)****Date of entry into force: 23.05.1953****153 ratifications**

Afghanistan	22.08.1969	Czech Republic	1.01.1993
Albania	3.06.1957	Democratic Republic of the Congo	16.06.1969
Algeria	19.10.1962	Denmark	22.06.1960
Angola	4.06.1976	Djibouti	3.08.1978
Argentina	24.09.1956	Dominica	28.02.1983
Armenia	29.07.1994	Dominican Republic	22.09.1953
Australia	10.12.1974	Ecuador	11.03.1957
Austria	29.10.1953	Egypt	26.07.1960
Azerbaijan	19.05.1992	El Salvador	12.10.2000
Bahamas	14.06.2001	Equatorial Guinea	12.06.1985
Bangladesh	28.01.1998	Eritrea	22.02.2000
Barbados	19.09.1974	Estonia	10.05.1996
Belarus	21.08.1956	Ethiopia	24.03.1999
Belgium	23.05.1952	Finland	14.01.1963
Belize	22.06.1999	France	10.03.1953
Benin	16.05.1968	Gabon	13.06.1961
Bolivia	15.11.1973	Gambia	4.09.2000
Bosnia and Herzegovina	2.06.1993	Georgia	22.06.1993
Botswana	5.06.1997	Germany	8.06.1956
Brazil	25.04.1957	Ghana	14.03.1968
Bulgaria	7.11.1955	Greece	6.06.1975
Burkina Faso	30.06.1969	Grenada	25.10.1994
Burundi	25.06.1993	Guatemala	2.08.1961
Cambodia	23.08.1999	Guinea	11.08.1967
Cameroon	25.05.1970	Guinea-Bissau	21.02.1977
Canada	16.11.1972	Guyana	13.06.1975
Cape Verde	16.10.1979	Haiti	4.03.1958
Central African Republic	9.06.1964	Honduras	9.08.1956
Chad	29.03.1966	Hungary	8.06.1956
Chile	20.09.1971	Iceland	17.02.1958
China	2.11.1990	India	25.09.1958
Colombia	7.06.1963	Indonesia	11.08.1958
Comoros	23.10.1978	Islamic Republic of Iran	10.06.1972
Congo	26.11.1999	Iraq	28.08.1963
Costa Rica	2.06.1960	Ireland	18.12.1974
Côte d'Ivoire	5.05.1961	Israel	9.06.1965
Croatia	8.10.1991	Italy	8.06.1956
Cuba	13.01.1954	Jamaica	14.01.1975
Cyprus	19.11.1987	Japan	24.08.1967

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**Equal Remuneration Convention, 1951 (No. 100)****Date of entry into force: 23.05.1953****153 ratifications**

Jordan	22.09.1966	Saint Kitts and Nevis	25.08.2000
Kazakhstan	18.05.2001	Saint Lucia	18.08.1983
Kenya	7.05.2001	San Marino	23.05.1985
Republic of Korea	8.12.1997	Sao Tome and Principe	1.06.1982
Kyrgyzstan	31.03.1992	Saudi Arabia	15.06.1978
Latvia	27.01.1992	Senegal	22.10.1962
Lebanon	1.06.1977	Seychelles	23.11.1999
Lesotho	27.01.1998	Sierra Leone	15.11.1968
Libyan Arab Jamahiriya	20.06.1962	Slovakia	1.01.1993
Lithuania	26.09.1994	Slovenia	29.05.1992
Luxembourg	23.08.1967	South Africa	30.03.2000
Madagascar	10.08.1962	Spain	6.11.1967
Malawi	22.03.1965	Sri Lanka	1.04.1993
Malaysia	9.09.1997	Sudan	22.10.1970
Mali	12.07.1968	Swaziland	5.06.1981
Malta	9.06.1988	Sweden	20.06.1962
Mexico	23.08.1952	Switzerland	25.10.1972
Republic of Moldova	23.03.2000	Syrian Arab Republic	7.06.1957
Mongolia	3.06.1969	Tajikistan	26.11.1993
Morocco	11.05.1979	Thailand	8.02.1999
Mozambique	6.06.1977	The former Yugoslav Republic of Macedonia	17.11.1991
Nepal	10.06.1976	Togo	8.11.1983
Netherlands	16.06.1971	Trinidad and Tobago	29.05.1997
New Zealand	3.06.1983	Tunisia	11.10.1968
Nicaragua	31.10.1967	Turkey	19.07.1967
Niger	9.08.1966	Turkmenistan	15.05.1997
Nigeria	8.05.1974	Ukraine	10.08.1956
Norway	24.09.1959	United Arab Emirates	24.02.1997
Panama	3.06.1958	United Kingdom	15.06.1971
Papua New Guinea	2.06.2000	Uruguay	16.11.1989
Paraguay	24.06.1964	Uzbekistan	13.07.1992
Peru	1.02.1960	Venezuela	10.08.1982
Philippines	29.12.1953	Viet Nam	7.10.1997
Poland	25.10.1954	Yemen	29.07.1976
Portugal	20.02.1967	Yugoslavia	24.11.2000
Romania	28.05.1957	Zambia	20.06.1972
Russian Federation	30.04.1956	Zimbabwe	14.12.1989
Rwanda	2.12.1980		

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**Abolition of Forced Labour Convention, 1957 (No. 105)****Date of entry into force: 17.01.1959****157 ratifications**

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Afghanistan	16.05.1963	Ghana	15.12.1958
Albania	27.02.1997	Greece	30.03.1962
Algeria	12.06.1969	Grenada	9.07.1979
Angola	4.06.1976	Guatemala	9.12.1959
Antigua and Barbuda	2.02.1983	Guinea	11.07.1961
Argentina	18.01.1960	Guinea-Bissau	21.02.1977
Australia	7.06.1960	Guyana	8.06.1966
Austria	5.03.1958	Haiti	4.03.1958
Azerbaijan	9.08.2000	Honduras	4.08.1958
Bahamas	25.05.1976	Hungary	4.01.1994
Bahrain	14.07.1998	Iceland	29.11.1960
Bangladesh	22.06.1972	India	18.05.2000
Barbados	8.05.1967	Indonesia	7.06.1999
Belarus	25.09.1995	Islamic Republic of Iran	13.04.1959
Belgium	23.01.1961	Iraq	15.06.1959
Belize	15.12.1983	Ireland	11.06.1958
Benin	22.05.1961	Israel	10.04.1958
Bolivia	11.06.1990	Italy	15.03.1968
Bosnia and Herzegovina	15.11.2000	Jamaica	26.12.1962
Botswana	5.06.1997	Jordan	31.03.1958
Brazil	18.06.1965	Kazakhstan	18.05.2001
Bulgaria	23.03.1999	Kenya	13.01.1964
Burkina Faso	25.08.1997	Kuwait	21.09.1961
Burundi	11.03.1963	Kyrgyzstan	18.02.1999
Cambodia	23.08.1999	Latvia	27.01.1992
Cameroon	3.09.1962	Lebanon	1.06.1977
Canada	14.07.1959	Lesotho	14.06.2001
Cape Verde	3.04.1979	Liberia	25.05.1962
Central African Republic	9.06.1964	Libyan Arab Jamahiriya	13.06.1961
Chad	8.06.1961	Lithuania	26.09.1994
Chile	1.02.1999	Luxembourg	24.07.1964
Colombia	7.06.1963	Malawi	19.11.1999
Comoros	23.10.1978	Mali	28.05.1962
Congo	26.11.1999	Malta	4.01.1965
Costa Rica	4.05.1959	Mauritania	3.04.1997
Côte d'Ivoire	5.05.1961	Mauritius	2.12.1969
Croatia	5.03.1997	Mexico	1.06.1959
Cuba	2.06.1958	Republic of Moldova	10.03.1993
Cyprus	23.09.1960	Morocco	1.12.1966
Czech Republic	6.08.1996	Mozambique	6.06.1977
Democratic Republic of the Congo	20.06.2001	Namibia	15.11.2000
Denmark	17.01.1958	Netherlands	18.02.1959
Djibouti	3.08.1978	New Zealand	14.06.1968
Dominica	28.02.1983	Nicaragua	31.10.1967
Dominican Republic	23.06.1958	Niger	23.03.1962
Ecuador	5.02.1962	Nigeria	17.10.1960
Egypt	23.10.1958	Norway	14.04.1958
El Salvador	18.11.1958	Pakistan	15.02.1960
Equatorial Guinea	13.08.2001	Panama	16.05.1966
Eritrea	22.02.2000	Papua New Guinea	1.05.1976
Estonia	7.02.1996	Paraguay	16.05.1968
Ethiopia	24.03.1999	Peru	6.12.1960
Fiji	19.04.1974	Philippines	17.11.1960
Finland	27.05.1960	Poland	30.07.1958
France	18.12.1969	Portugal	23.11.1959
Gabon	29.05.1961	Romania	3.08.1998
Gambia	4.09.2000	Russian Federation	2.07.1998
Georgia	23.09.1996	Rwanda	18.09.1962
Germany	22.06.1959	Saint Kitts and Nevis	12.10.2000

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**Abolition of Forced Labour Convention, 1957 (No. 105)****Date of entry into force: 17.01.1959****157 ratifications**

Saint Lucia	14.05.1980	United Republic of Tanzania	30.01.1962
Saint Vincent and the Grenadines	21.10.1998	Thailand	2.12.1969
San Marino	1.02.1995	Togo	10.07.1999
Saudi Arabia	15.06.1978	Trinidad and Tobago	24.05.1963
Senegal	28.07.1961	Tunisia	12.01.1959
Seychelles	6.02.1978	Turkey	29.03.1961
Sierra Leone	13.06.1961	Turkmenistan	15.05.1997
Slovakia	29.09.1997	Uganda	4.06.1963
Slovenia	24.06.1997	Ukraine	14.12.2000
Somalia	8.12.1961	United Arab Emirates	24.02.1997
South Africa	5.03.1997	United Kingdom	30.12.1957
Spain	6.11.1967	United States	25.09.1991
Sudan	22.10.1970	Uruguay	22.11.1968
Suriname	15.06.1976	Uzbekistan	15.12.1997
Swaziland	28.02.1979	Venezuela	16.11.1964
Sweden	2.06.1958	Yemen	14.04.1969
Switzerland	18.07.1958	Zambia	22.02.1965
Syrian Arab Republic	23.10.1958	Zimbabwe	27.08.1998
Tajikistan	23.09.1999		

**Denunciation**

Malaysia	13.10.1958	Singapore	25.10.1965
	Denounced on 10.01.1990		Denounced on 19.04.1979

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**Discrimination (Employment and Occupation) Convention, 1958 (No. 111)****Date of entry into force: 15.06.1960****152 ratifications**

Afghanistan	1.10.1969	Congo	26.11.1999
Albania	27.02.1997	Costa Rica	1.03.1962
Algeria	12.06.1969	Côte d'Ivoire	5.05.1961
Angola	4.06.1976	Croatia	8.10.1991
Antigua and Barbuda	2.02.1983	Cuba	26.08.1965
Argentina	18.06.1968	Cyprus	2.02.1968
Armenia	29.07.1994	Czech Republic	1.01.1993
Australia	15.06.1973	Democratic Republic of the Congo	20.06.2001
Austria	10.01.1973	Denmark	22.06.1960
Azerbaijan	19.05.1992	Dominica	28.02.1983
Bahamas	14.06.2001	Dominican Republic	13.07.1964
Bahrain	26.09.2000	Ecuador	10.07.1962
Bangladesh	22.06.1972	Egypt	10.05.1960
Barbados	14.10.1974	El Salvador	15.06.1995
Belarus	4.08.1961	Equatorial Guinea	13.08.2001
Belgium	22.03.1977	Eritrea	22.02.2000
Belize	22.06.1999	Ethiopia	11.06.1966
Benin	22.05.1961	Finland	23.04.1970
Bolivia	31.01.1977	France	28.05.1981
Bosnia and Herzegovina	2.06.1993	Gabon	29.05.1961
Botswana	5.06.1997	Gambia	4.09.2000
Brazil	26.11.1965	Georgia	22.06.1993
Bulgaria	22.07.1960	Germany	15.06.1961
Burkina Faso	16.04.1962	Ghana	4.04.1961
Burundi	25.06.1993	Greece	7.05.1984
Cambodia	23.08.1999	Guatemala	11.10.1960
Cameroon	13.05.1988	Guinea	1.09.1960
Canada	26.11.1964	Guinea-Bissau	21.02.1977
Cape Verde	3.04.1979	Guyana	13.06.1975
Central African Republic	9.06.1964	Haiti	9.11.1976
Chad	29.03.1966	Honduras	20.06.1960
Chile	20.09.1971	Hungary	20.06.1961
Colombia	4.03.1969	Iceland	29.07.1963

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**Discrimination (Employment and Occupation) Convention, 1958 (No. 111)****Date of entry into force: 15.06.1960****152 ratifications**

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India	3.06.1960	Portugal	19.11.1959
Indonesia	7.06.1999	Qatar	18.08.1976
Islamic Republic of Iran	30.06.1964	Romania	6.06.1973
Iraq	15.06.1959	Russian Federation	4.05.1961
Ireland	22.04.1999	Rwanda	2.02.1981
Israel	12.01.1959	Saint Kitts and Nevis	25.08.2000
Italy	12.08.1963	Saint Lucia	18.08.1983
Jamaica	10.01.1975	San Marino	19.12.1986
Jordan	4.07.1963	Sao Tome and Principe	1.06.1982
Kazakhstan	6.12.1999	Saudi Arabia	15.06.1978
Kenya	7.05.2001	Senegal	13.11.1967
Republic of Korea	4.12.1998	Seychelles	23.11.1999
Kuwait	1.12.1966	Sierra Leone	14.10.1966
Kyrgyzstan	31.03.1992	Slovakia	1.01.1993
Latvia	27.01.1992	Slovenia	29.05.1992
Lebanon	1.06.1977	Somalia	8.12.1961
Lesotho	27.01.1998	South Africa	5.03.1997
Liberia	22.07.1959	Spain	6.11.1967
Libyan Arab Jamahiriya	13.06.1961	Sri Lanka	27.11.1998
Lithuania	26.09.1994	Sudan	22.10.1970
Luxembourg	21.03.2001	Swaziland	5.06.1981
Madagascar	11.08.1961	Sweden	20.06.1962
Malawi	22.03.1965	Switzerland	13.07.1961
Mali	2.03.1964	Syrian Arab Republic	10.05.1960
Malta	1.07.1968	Tajikistan	26.11.1993
Mauritania	8.11.1963	The former Yugoslav Republic of Macedonia	17.11.1991
Mexico	11.09.1961	Togo	8.11.1983
Republic of Moldova	12.08.1996	Trinidad and Tobago	26.11.1970
Mongolia	3.06.1969	Tunisia	14.09.1959
Morocco	27.03.1963	Turkey	19.07.1967
Mozambique	6.06.1977	Turkmenistan	15.05.1997
Nepal	19.09.1974	Ukraine	4.08.1961
Netherlands	15.03.1973	United Arab Emirates	28.06.2001
New Zealand	3.06.1983	United Kingdom	8.06.1999
Nicaragua	31.10.1967	Uruguay	16.11.1989
Niger	23.03.1962	Uzbekistan	13.07.1992
Norway	24.09.1959	Venezuela	3.06.1971
Pakistan	24.01.1961	Viet Nam	7.10.1997
Panama	16.05.1966	Yemen	22.08.1969
Papua New Guinea	2.06.2000	Yugoslavia	24.11.2000
Paraguay	10.07.1967	Zambia	23.10.1979
Peru	10.08.1970	Zimbabwe	23.06.1999
Philippines	17.11.1960		
Poland	30.05.1961		

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**Minimum Age Convention, 1973 (No. 138)****Date of entry into force: 19.06.1976****113 ratifications**

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Albania	16.02.1998	Dominica	27.09.1983
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Algeria	30.04.1984	Dominican Republic	15.06.1999
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 14 years</i>
Angola	13.06.2001	Ecuador	19.09.2000
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 14 years</i>
Antigua and Barbuda	17.03.1983	Egypt	9.06.1999
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 14 years</i>
Argentina	11.11.1996	El Salvador	23.01.1996
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 14 years</i>
Austria	18.09.2000	Equatorial Guinea	12.06.1985
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 14 years</i>
Azerbaijan	19.05.1992	Eritrea	22.02.2000
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 14 years</i>
Barbados	4.01.2000	Ethiopia	27.05.1999
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 14 years</i>
Belarus	3.05.1979	Finland	13.01.1976
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Belgium	19.04.1988	France	13.07.1990
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 16 years</i>
Belize	6.03.2000	Gambia	4.09.2000
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 14 years</i>
Benin	11.06.2001	Georgia	23.09.1996
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Bolivia	11.06.1997	Germany	8.04.1976
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Bosnia and Herzegovina	2.06.1993	Greece	14.03.1986
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Botswana	5.06.1997	Guatemala	27.04.1990
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 14 years</i>
Brazil	28.06.2001	Guyana	15.04.1998
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Bulgaria	23.04.1980	Honduras	9.06.1980
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 14 years</i>
Burkina Faso	11.02.1999	Hungary	28.05.1998
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 16 years</i>
Burundi	19.07.2000	Iceland	6.12.1999
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Cambodia	23.08.1999	Indonesia	7.06.1999
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Cameroon	13.08.2001	Iraq	13.02.1985
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Central African Republic	28.06.2000	Ireland	22.06.1978
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Chile	1.02.1999	Israel	21.06.1979
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
China	28.04.1999	Italy	28.07.1981
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Colombia	2.02.2001	Japan	5.06.2000
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Congo	26.11.1999	Jordan	23.03.1998
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 16 years</i>
Costa Rica	11.06.1976	Kazakhstan	18.05.2001
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 16 years</i>
Croatia	8.10.1991	Kenya	9.04.1979
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 16 years</i>
Cuba	7.03.1975	Republic of Korea	28.01.1999
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Cyprus	2.10.1997	Kuwait	15.11.1999
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Democratic Republic of the Congo	20.06.2001	Kyrgyzstan	31.03.1992
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 16 years</i>
Denmark	13.11.1997	Lesotho	14.06.2001
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>

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**Minimum Age Convention, 1973 (No. 138)****Date of entry into force: 19.06.1976****113 ratifications**

Libyan Arab Jamahiriya	19.06.1975	Seychelles	7.03.2000
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Lithuania	22.06.1998	Slovakia	29.09.1997
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Luxembourg	24.03.1977	Slovenia	29.05.1992
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Madagascar	31.05.2000	South Africa	30.03.2000
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Malawi	19.11.1999	Spain	16.05.1977
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 16 years</i>
Malaysia	9.09.1997	Sri Lanka	11.02.2000
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 14 years</i>
Malta	9.06.1988	Sweden	23.04.1990
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Mauritius	30.07.1990	Switzerland	17.08.1999
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Republic of Moldova	21.09.1999	Syrian Arab Republic	18.09.2001
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Morocco	6.01.2000	Tajikistan	26.11.1993
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 16 years</i>
Namibia	15.11.2000	United Republic of Tanzania	16.12.1998
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 14 years</i>
Nepal	30.05.1997	The former Yugoslav Republic of Macedonia	17.11.1991
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Netherlands	14.09.1976	Togo	16.03.1984
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 14 years</i>
Nicaragua	2.11.1981	Tunisia	19.10.1995
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 16 years</i>
Niger	4.12.1978	Turkey	30.10.1998
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Norway	8.07.1980	Ukraine	3.05.1979
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 16 years</i>
Panama	31.10.2000	United Arab Emirates	2.10.1998
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 15 years</i>
Papua New Guinea	2.06.2000	United Kingdom	7.06.2000
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 16 years</i>
Philippines	4.06.1998	Uruguay	2.06.1977
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 15 years</i>
Poland	22.03.1978	Venezuela	15.07.1987
	<i>Minimum age specified: 15 years</i>		<i>Minimum age specified: 14 years</i>
Portugal	20.05.1998	Yemen	15.06.2000
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 14 years</i>
Romania	19.11.1975	Yugoslavia	24.11.2000
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Russian Federation	3.05.1979	Zambia	9.02.1976
	<i>Minimum age specified: 16 years</i>		<i>Minimum age specified: 15 years</i>
Rwanda	15.04.1981	Zimbabwe	6.06.2000
	<i>Minimum age specified: 14 years</i>		<i>Minimum age specified: 14 years</i>
San Marino	1.02.1995		
	<i>Minimum age specified: 16 years</i>		
Senegal	15.12.1999		
	<i>Minimum age specified: 15 years</i>		

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**Worst Forms of Child Labour Convention, 1999 (No. 182)****Date of entry into force: 19.11.2000****100 ratifications**

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Albania	2.08.2001	Luxembourg	21.03.2001
Algeria	9.02.2001	Malawi	19.11.1999
Angola	13.06.2001	Malaysia	10.11.2000
Argentina	5.02.2001	Mali	14.07.2000
Bahamas	14.06.2001	Malta	15.06.2001
Bahrain	23.03.2001	Mauritius	8.06.2000
Bangladesh	12.03.2001	Mexico	30.06.2000
Barbados	23.10.2000	Mongolia	26.02.2001
Belarus	31.10.2000	Morocco	26.01.2001
Belize	6.03.2000	Namibia	15.11.2000
Botswana	3.01.2000	New Zealand	14.06.2001
Brazil	2.02.2000	Nicaragua	6.11.2000
Bulgaria	28.07.2000	Niger	23.10.2000
Burkina Faso	25.07.2001	Norway	21.12.2000
Canada	6.06.2000	Oman	11.06.2001
Central African Republic	28.06.2000	Panama	31.10.2000
Chad	6.11.2000	Papua New Guinea	2.06.2000
Chile	17.07.2000	Paraguay	7.03.2001
Costa Rica	10.09.2001	Philippines	28.11.2000
Croatia	17.07.2001	Portugal	15.06.2000
Cyprus	27.11.2000	Qatar	30.05.2000
Czech Republic	19.06.2001	Romania	13.12.2000
Democratic Republic of the Congo	20.06.2001	Rwanda	23.05.2000
Denmark	14.08.2000	Saint Kitts and Nevis	12.10.2000
Dominica	4.01.2001	Saint Lucia	6.12.2000
Dominican Republic	15.11.2000	San Marino	15.03.2000
Ecuador	19.09.2000	Senegal	1.06.2000
El Salvador	12.10.2000	Seychelles	28.09.1999
Equatorial Guinea	13.08.2001	Singapore	14.06.2001
Estonia	24.09.2001	Slovakia	20.12.1999
Finland	17.01.2000	Slovenia	8.05.2001
France	11.09.2001	South Africa	7.06.2000
Gabon	28.03.2001	Spain	2.04.2001
Gambia	3.07.2001	Sri Lanka	1.03.2001
Ghana	13.06.2000	Sweden	13.06.2001
Guyana	15.01.2001	Switzerland	28.06.2000
Hungary	20.04.2000	United Republic of Tanzania	12.09.2001
Iceland	29.05.2000	Thailand	16.02.2001
Indonesia	28.03.2000	Togo	19.09.2000
Iraq	9.07.2001	Tunisia	28.02.2000
Ireland	20.12.1999	Turkey	2.08.2001
Italy	7.06.2000	Uganda	21.06.2001
Japan	18.06.2001	Ukraine	14.12.2000
Jordan	20.04.2000	United Arab Emirates	28.06.2001
Kenya	7.05.2001	United Kingdom	22.03.2000
Republic of Korea	29.03.2001	United States	2.12.1999
Kuwait	15.08.2000	Uruguay	3.08.2001
Lebanon	11.09.2001	Viet Nam	19.12.2000
Lesotho	14.06.2001	Yemen	15.06.2000
Libyan Arab Jamahiriya	4.10.2000	Zimbabwe	11.12.2000

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## Appendix 2

### **ILO codes, guidelines and other publications specific to the maritime sector**

ILO/WHO guidelines for conducting pre-sea and periodic medical fitness examinations for seafarers (Geneva, 1998)

Accident prevention on board ship at sea and in port: An ILO code of practice (Geneva, 1996)

Inspection of labour conditions on board ship: Guidelines for procedure (Geneva, 1990)

Drug and alcohol prevention programmes in the maritime industry: A manual for planners (Geneva, 1996)

Guiding principles on drug and alcohol testing procedures for worldwide application in the maritime industry (included as an appendix to the above and also printed separately)

IMO/ILO guidelines for the development of tables of seafarers' shipboard working arrangements and formats of records of seafarers' hours of work or hours of rest (Geneva, 1999)

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## Appendix 3

### Resolution concerning the review of relevant ILO maritime instruments

The 29th Session of the Joint Maritime Commission,

Having met in Geneva from 22 to 26 January 2001,

Having considered the report prepared by the International Labour Office on the review of relevant ILO maritime instruments (document JMC/29/2001/1),

Noting the description in report JMC/29/2001/1 of the shipping industry as “the world’s first genuinely global industry”, which “requires an international regulatory response of an appropriate kind – global standards applicable to the entire industry”,

Recognizing the unique needs of the shipping industry, as regards international labour standards, and its historical status in the ILO,

Noting also that the Governing Body of the ILO has approved the conclusions of the Working Party on Policy regarding the Revision of Standards which, inter alia, identified seven Conventions for revision,

Having regard to the changes which have occurred in the shipping industry, which are identified in report JMC/29/2001/3,

Considering that the development of an instrument which brings together into a consolidated text as much of the existing body of ILO instruments as it proves possible to achieve should be a priority for the maritime sector in order to improve the relevance of these standards to the needs of all the stakeholders of the maritime sector,

Considering also that the consolidated instrument should comprise a number of parts concerning the key principles of such labour standards as may be determined, together with annexes which incorporate detailed requirements for each of the parts; the instrument should also provide for an amendment procedure which would ensure that the annexes might be revised through an accelerated amendment procedure,

Recommends:

- that the Governing Body should establish a High-level Tripartite Working Group on maritime labour standards to assist with the work of developing the proposed new instrument and that membership should comprise ten representatives of each group;
- that the first meeting of the High-level Tripartite Working Group should take place in 2001 and that further meetings should be held in 2002 and 2003 with the expenses of the members from each group paid by the Office;
- that the Shipowners’ and Seafarers’ groups of the Joint Maritime Commission should be requested to nominate respectively the Shipowner and Seafarer members and advisers of the High-level Tripartite Working Group, and that the Governing Body should nominate the Government members in such a manner as to ensure that the membership properly reflects geographic regions and is representative of major flag States, port States and labour supply countries;
- that the meetings of the High-level Tripartite Working Group can be attended by observers in line with the Standing Orders relating to Sectoral Meetings;

Recommends also:

- 
- that a tripartite subgroup should be established to prepare and consider the working papers in advance of meetings of the High-level Tripartite Working Group;
  - that the meetings of the subgroup should be private;
  - that membership of the subgroup should comprise 12 members of the Working Group, four members each from the Government and Shipowners' and Seafarers' groups respectively, selected at the first meeting of the High-level Tripartite Working Group, together with the secretaries of the Shipowners' and the Seafarers' groups of the JMC and the Office;
  - that participation in the subgroup should be arranged at no cost to the Office;

Urges the Governing Body: (a) to convene a preparatory meeting in 2004 for first discussion of the proposed new instrument; and (b) to convene a Maritime Session of the Conference in 2005 to adopt the instrument with the following agenda:

1. Consolidation of ILO maritime instruments;
2. General discussion on the developments in the industry;

and having a Resolutions Committee in accordance with article 17 of the Standing Orders of the International Labour Conference.

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## Appendix 4

### Excerpt of Record of Decisions of the 280th Session (March 2001) of the Governing Body

#### *Fifth item on the agenda*

Report of the 29th Session of the  
Joint Maritime Commission  
(Geneva, 22-26 January 2001)

**12.** The Governing Body decided to:

- (a) establish a High-level Tripartite Working Group in accordance with paragraph 7 of document GB.280/5, with a composition of 12 Government representatives, 12 Shipowners' representatives and 12 Seafarers' representatives and of Government, Employers' and Workers' observers with the right to speak and participate in the meetings of the Working Group taking due account of the criteria set out in paragraph 7 (c) of document GB.280/5 stressing that representatives and observers should be knowledgeable and active in the enforcement of the standards to be adopted and be able to commit the necessary time to lend to the continuity of the process;
- (b) approve the recommendation that the decisions of the High-level Tripartite Working Group should be taken by consensus;
- (c) approve the setting up of a tripartite subgroup in accordance with the modalities set out in paragraph 7 of document GB.280/5;
- (d) invite the Director-General to take note of the requests contained in paragraphs 7 and 8 of document GB.280/5 when establishing the programme of work of the Office for the rest of this biennium as well as for the 2002-03 and 2004-05 biennia.

(First sitting; GB.280/5 (Corr.), para. 9)