

# Decent Work for Seafarers and Fair Competition in Shipping



## AT A GLANCE

### → Partners

Department of Labor and Employment (DOLE), including Philippine Overseas Employment Administration (POEA), Department of Transportation and Communications (DOTC), including Maritime Industry Authority (MARINA) and Philippine Coast Guard (PCG), Other government agencies/offices such as Department of Health (DOH), Philippine Regulatory Commission (PRC), Technical Education and Skills Development Authority (TESDA), Commission of Higher Education (CHED), Social Security System (SSS), Members of the Maritime Industry Tripartite Council, Seafarers organizations, including Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP), United Filipino Seafarers (UFS), Philippine Seafarers Union (PSU), Shipowners, including International Maritime Employment Council (IMEC), Filipino Shipowners Association (FSA), Philippine Interisland Shipping Association (PISA), inter alia, Manning agencies, including the Joint Manning Group

### → Duration

2006 - 2015

### → Target beneficiaries

Seafarers, women and men, in domestic and international ships flying Philippine flag and calling on Philippine ports.

### → Geographical focus

Nationwide



## BACKGROUND

The living and working conditions of seafarers are distinct from other workers. Particularly for international seafarers, they live and work in ships, in a multi-cultural environment. Spending their lives isolated at sea, living in cramped quarters and at the mercy of the weather, seafarers face challenging conditions.

Studies show that ships remain one of the most dangerous workplaces. Casualty figures are significantly higher than other occupational groups. Many cases have been filed on injuries, disabilities, or death due to exposure to health and safety hazards.

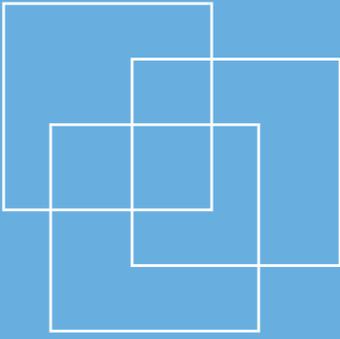
The global nature of seafarer's employment poses difficulties to enforce appropriate laws thus making seafarers vulnerable to abuse, exploitation, and unfair labour practices.

The MLC, 2006 is a response to the global nature of seafarers employment, setting minimum standards for decent work covering working and living conditions.

The ILO also adopted the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185) that provides issuance of identity documents with enhanced features to contribute to global maritime security. The seafarers' identity documents facilitates shore leave for seafarers to access welfare and other facilities.

The Philippines is the top supplier of seafarers in the world, particularly ratings. Approximately 20 per cent of the 1.2 million on seafarers around the world are Filipinos, reaching up to 401,826 (2014). Philippine registered vessels, including 70 percent below 200 GT, engaged in domestic trade are covered by national standards following relevant MLC standards and are subject to the Philippine's labor inspection system. Domestic shipping covers approximately 57,000 seafarers.





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## MAIN ACTIVITIES

The ILO supports the Philippines' application of the requirements of MLC, 2006 and ILO Convention No. 185 through technical assistance, capacity building programmes using ILO guidelines and continued awareness raising programmes to support adoption of enabling policies and law, enforcement including inspection/compliance system, promotion of social dialogue, and other capacities for government and relevant social partners to apply requirements under the four titles under MLC, 2006: (a) minimum requirements for seafarers to work on a ship (minimum age, medical certificate, training requirements and recruitment and placement; (b) conditions of employment; (c) accommodation, recreational facilities, food and catering; and (d) health protection, medical care, welfare and social security protection. This include as follows:

- Technical assistance for improved capacity of maritime constituents to propose guidelines, policies and laws, to align with MLC, 2006 requirements.
- Technical assistance and training programme for improved dispute resolution for cases involving seafarers.
- Specialized training for labour law compliance officers for maritime inspection, using ILO guidelines.
- Capacity building and awareness raising campaigns for Filipino seafarers and owners of Philippine registered vessels.

## OUTCOMES

- The Philippines ratified the MLC, 2006 on August 20, 2012. As the 30th country, it triggered the Convention's entry into force.
- ILO Convention No. 185 was ratified earlier on 19 January 2012.
- In consultation with maritime constituents, DOLE issued Department Order (DO) Nos. 129 and 130, series 2013 covering terms and working conditions of seafarers in Philippine registered vessels plying international and domestic routes and DO 127, covering conciliation-mediation to address on-board complaints.
- National and regional Maritime Industry Tripartite Councils (MITCs) were established to serve as mechanisms to discuss and formulate maritime-related labour policies. The MITCs would establish tripartite engagement and accountability in the enforcement of the Convention. MLC Summit attended by members of the Maritime Tripartite Council endorsed the ratification of the Convention (17 October 2011).
- Maritime through the MITC, have discussed and endorsed a draft Magna Carta for Filipino Seafarers which aligns with MLC provisions.
- Approximately 40 representatives of government agencies, workers and employers equipped with skills and knowledge on inspection established by the MLC, 2006 (July 2011) based on ILO inspection guidelines for flag state and port inspections.
- In 2013, ILO provided initial technical support for setting up and implementation of a cost-effective Seafarers' ID system that is compliance with ILO Convention No. 185 requirements as of that period.
- Improved knowledge among DOLE conciliators and mediators on the MLC, 2006 and corresponding national policies and laws and on the maritime industry for better disposition of cases involving seafarers.

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