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Final Independent external evaluation

ILO-Sida Partnership: Phase II on Outcome 18
Entry into force of the Maritime Labour Convention, 2006

April 2014

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2. Acronyms and abbreviations

CAR	Central African Republic
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CPO	Country programme outcomes
DWCP	Decent Work Country Programme
DWO	Decent Work Outcomes
ILS	International Labour Standards
ITC	International Training Centre in Turin
ITF	International Transport Worker's Federation
ISF	International Shipping Federation
MLC, 2006	Maritime Labour Convention, 2006
MLA	Maritime Labour Academy
OSH	Occupational Safety and Health
PARDEV	ILO Partnerships and Development Cooperation Department
PP	Partnership Programme
P&B	Program and Budget
SIDA	Swedish International Development Cooperation Agency
SPF	Strategic Policy Framework
ToT	Training of Trainers
UNIPP	United Nations Indigenous Peoples Partnership
UNDSS	United Nations Department of Safety and Security

3. Executive summary:

A. Background & Context

The 94th (Maritime) Session of the International Labour Conference (ILC) adopted the Maritime Labour Convention, 2006 (MLC, 2006), an international agreement that consolidates almost all of the 70 existing ILO maritime labour instruments in a single modern globally applicable legal instrument. The MLC, 2006, establishes comprehensive minimum requirements for almost all aspects of working conditions for seafarers. In 2006, the International Labour Office drafted the MLC, 2006 Action Plan 2006-2011 in order to achieve rapid and widespread ratification and effective implementation of the Convention.

In 2009, the International Labour Organisation (ILO) and the Swedish International Development Cooperation Agency (SIDA) signed a Partnership Programme (PP) Agreement for 2009-2013. The PP in its second phase included funding reserved for Outcome 18 aiming at increasing ratification, effective implementation and more widespread and systematic use of international labour standards by the tripartite constituents to respond effectively to the needs of the world of work. Funding was outcome-based rather than project-based, which provided the ILO Standards Department with flexibility to allocate resources to areas where they most effectively contribute to implementation.

This component of the PP had 4 immediate objectives:

- **Immediate objective 1:** Increased ratification and effective implementation of the MLC, 2006 with a focus on countries with scarce resources and limited capacity.
- **Immediate objective 2:** Strengthened capacity for enforcement and compliance with MLC, 2006 requirements, with a particular focus on capacity building of maritime labour inspectors.
- **Immediate objective 3:** Increased awareness and capacity to assess risks and comply with the health, safety and accident prevention provisions of the MLC, 2006.
- **Immediate objective 4:** Better application of the principles contained in Convention No. 169 on Indigenous and Tribal Peoples in the Central Africa Republic, in conformity with the comments of the supervisory bodies of the ILO.

B. Purpose, scope and methodology

The International Labour Standards (ILS) component of the ILO-SIDA partnerships was managed within the Standards Department, at the ILO headquarters in Geneva. It was decided internally, that this component of the ILO/SIDA Partnership required an independent final evaluation, in compliance with the ILO's evaluation policy.

The evaluation report requested to:

- (i) Assess progress made towards achieving the expected outcomes and objectives linked to Outcome 18,
- (ii) Identify lessons learned and good practices in the approaches taken and implementation, and
- (iii) Formulate recommendations based on the findings from the current implementation phase that can be considered for future interventions.

The evaluation was performed based on a desk examination of documentation available and interviews with selected individuals who participated in the initiative and activities.

C. Main findings and conclusions:

In only 7 years since its adoption, the Maritime Labour Convention, 2006 has been ratified by 54 member states covering over 80% of the gross tonnage worldwide. This not only permitted the MLC to come into force in 2012 despite its restricting requirements, but has laid the ground to encourage further ratifications to ensure a level playing field in the maritime sector. It is expected that several countries will ratify the instrument in the following 12 months.

In promoting ratification and effective implementation of the MLC, 2006, the ILO has taken an innovative approach of supporting constituents during all stages of the process, including before ratification by assisting countries in bringing their national legislation in line with the requirements of the Convention. The ILO has supported legal gap analyses in 30 countries and participated in the preparation of draft legislation for some 20 countries. The development process followed in the legal gap analyses has built local capacity, promoted national ownership and responsibility and encouraged social dialogue.

The ILO has also supported constituents by conducting a number of technical missions to address the gaps identified in different countries and strengthened capacities and skills of government authorities involved in the implementation of the Convention. All technical assistance missions have included a set of activities, designed to meet the specific needs of each country individually. These missions have required a coordinated approach between ILO HQ and regional or sub-regional offices. Taking a look at the support received by countries in the different regions, there seems to be a gap in the support received by Spanish speaking countries. To ensure that the MLC provisions are uniformly applied worldwide, and that all countries who need support can have access to the high level technical advice and capacity building, more efforts need to be focused on these regions.

To scale effectiveness and impact of the assistance, different handbooks, guidelines and tools have been created to help constituents adapt their legal frameworks and facilitate understanding of the MLC, 2006. These tools have been made available in different languages through a specific webpage dedicated exclusively to the MLC and its practical application, which in only 4 years has become the 11th most visited page of the ILO website, receiving visits from almost all countries.

The Maritime Labour Academy in Turin now conducts five highly specialized courses creating a coherent and complementary program for the different constituents and stakeholders who apply the Convention. The MLA has not only been able to strengthen the skills and capacities of 412 individuals during 2012 and 2013, but has also trained

trainers who back in their home countries have held awareness rising activities and trainings for over 11,200 people. The MLA has also set the foundations to ensure that the training conducted by private companies worldwide on maritime issues and the application of the MLC, 2006 is accurate and consistent.

The progress that ratifying countries have made in applying the Convention in practice can only be measured after the assessment made by the ILO supervisory bodies. 31 ratifying countries will submit first reports to the CEACR in 2014 and 20 countries in 2015. In the coming months we will be in a better position to assess the progress made, identify the remaining gaps and recognize where further efforts are required. If the Office designs, collects and consolidates indicators to measure such progress, it will facilitate the assessment of effectiveness, efficiency and impact of work done. It will also allow to measure progress of ratifying countries over time and to compare the impact of different measures.

With the Convention in force, the ILO's efforts and focus will be placed in effective implementation through national legal frameworks. The ILO should continue to provide support to countries in drafting legislation in compliance with the Convention and should strengthen their capacity to meet their reporting obligations.

With respect of the work done in the Central Africa Republic to support constituents in the application of the principles and rights contained in Convention No. 169 on Indigenous and Tribal Peoples, unfortunately the armed conflict has derailed the normal functioning of the project. Different reports denounce the widespread-targeted killings and serious human rights violations, including indigenous people. The CEACR has urged all stakeholders, and specifically the governmental authorities, to ensure full respect of the human rights of indigenous peoples, especially of children and women of the Aka and Mbororo ethnic groups.

Given the tragic events, the ILO continues to support the CAR constituents and indigenous peoples as much as possible from the Yaoundé ILO Office with activities that do not require any physical presence of project staff or ILO officials in the country. The active engagement in all processes and activities of constituents, civil society and indigenous peoples increases the possibilities of resuming the work without losing all efforts made by the project once the situation improves.

Previously to the military coup and despite the challenges, the Government was able submit its first national report on the application of Convention No. 169 to ILO supervisory bodies which allows an open and constructive dialogue between the Government and the CEACR on the adequacy of their legal framework and the practical application of the provisions.

Continuing with the activities from the Yaoundé Office is an opportunity for the CAR experience of ratification to continue to be discussed, to ensure that the tragic events do not overshadow the relevance of the convention of the sub-region and to continue to stimulate the protection and promotion of indigenous peoples' rights in the region.

D. Lessons learned

Relevance

- All States are different and have diverse maritime interests which require different efforts. Advisory and support activities carried out by the Office must be adapted to the specific needs of each country.
- ILO meetings and training courses provide national participants with a safe spaces to settle differences.
- Language barriers have a great impact on participation to capacity building and training initiatives.
- Tools and materials need to be in constant development in order to be responsive to the needs of constituents.

Effectiveness

- The approach taken of providing support to member States at all stages of the process, including *before* ratification has proven to be very effective both to obtain ratification but also in the application of the instrument.
- By increasing the legal capacities of local legal practitioners the revision and adaptation of maritime legislation can become a local process.
- Active learning methodologies used in the programs (and avoiding pure lectures) encourage engaging and in-depth learning.
- Course activities that encourage sharing of national practices and experiences promote a bi-directional dialogue that ensures greater retention and learning.
- Bringing together so many participants with numerous years of expertise on maritime issues, allows for sharing and acquiring professional judgement.
- Reviewing participant's profiles and selecting participants to trainings, ensures that their work roles and responsibilities are directly related with the training curricula and are in positions to use the knowledge and skills acquired.
- Training needs assessments are a useful tool to adapt training and capacity building content to the needs of participants.
- Trainings conducted in the field have proven to be a good way of bringing the knowledge and expertise to different regions to train larger groups of legal experts who otherwise would not have been able to build their skills on the MLC, 2006.

Efficiency

- Global support materials are an efficient way to scale efforts and motivate wider impact.
- Using different communication channels to disseminate materials is an efficient resource to bring relevant information to constituents on ratification and implementation.

- The training of trainers approach has a greater impact than the standard training to build technical capacities and proves to be an efficient option to increase capacities and skills.

Impact

- Training impact assessments allow the evaluation of the application of the knowledge gained by participants in their jobs, actions they have taken, and constraints faced to apply knowledge acquired.

Sustainability

- Legal gap analyses have followed a development process that builds local capacity, promotes national ownership and responsibility and encourages social dialogue

E. Recommendations

RECOMMENDATION 1: Verify the progress that ratifying States and countries that have received ILO support in this period are making regarding implementation of the MLC, 2006.

RECOMMENDATION 2: Design, regularly collect and consolidate indicators to measure progress made by Governments in applying the Convention.

RECOMMENDATION 3: Provide further support to Spanish speaking and French speaking countries to increase the number of ratifications and to increase the number of ratifications in all regions equally and support countries in their implementation efforts.

RECOMMENDATION 4: Provide support to countries to meet reporting obligations.

RECOMMENDATION 5: Design coherent and structured programs with national constituents to conduct advisory and training activities in the field within an agreed framework, action plan and specific timeframes.

RECOMMENDATION 6: Integrate training measurements at different levels (satisfaction, learning, job transfer and impact) in all training activities (MLA and ILO Officials trainings) to evaluate training outcomes.

RECOMMENDATION 7: Consider further alternatives to increase access to training resources to more constituents in all regions at viable cost.

RECOMMENDATION 8: Ensure an efficient project management administration so administrative matters do not interfere with an effective delivery of initiatives and activities.

RECOMMENDATION 9: Consider the financial feasibility and sustainability of the MLA courses

RECOMMENDATION 10: Continue with the project activities from the Yaoundé Office as an opportunity for the CAR experience of ratification to continue to be discussed and looked at by neighbouring countries.

4. Project Background

In July 2009, the International Labour Organisation (ILO) and the Swedish International Development Cooperation Agency (SIDA) signed a Partnership Programme (PP) Agreement for 2009-2013.

The ILO-SIDA PP is based on shared objectives and principles agreed between Sweden and the ILO. The PP is underpinned by a rights-based approach to development, by support for increased aid effectiveness and results-based management and by a common desire to promote UN system-wide coherence of programmes.

Sweden and the ILO signed the agreement for the second phase of the PP in November 2011. This second phase 2012-13 builds on the experience and lessons learned from their prior cooperation.

The PP is aligned with the ILO Strategic Policy Framework (SPF) 2010-15 and the Programme and Budget (P&B) for 2012-13 and 2014-15. The SPF defines 19 global Decent Work Outcomes (DWO) and the second phase of the PP contributes to funding seven of the DWOs. Funding is outcome-based rather than project-based, which provides the ILO with flexibility to allocate resources to areas where they most effectively contribute to the implementation of selected Country Programme Outcomes (CPOs). These outcome-based funds complement and build on other ILO funding allocation in specific countries, either from its regular budget (funded by assessed contributions from member states) or through earmarked interventions.

The second phase of the PP provides a total funding of over USD 10,4 million, out of which approximately 1 million is reserved for Outcome 18 International labour standards are ratified and applied. The strategy for Outcome 18 aims to increase ratification, effective implementation and more widespread and systematic use of international labour standards by the tripartite constituents to respond effectively to the needs of the world of work.

The intervention initially focused on four strategic areas of work: 1) Promotion of the Maritime Labour Convention, 2006 (Global); 2) Promotion of the Indigenous and Tribal Peoples Convention (No. 169) in Central African Republic, 3) Promotion of the Governance Conventions, in particular the Labour Inspection Convention (No. 81) in China; 4) Promotion of the Occupational Safety and Health Conventions and in particular, improvement in the application of Occupational Safety and Health Convention (No. 155) in China. After discussions with the ILO field Office and Chinese constituents, the priorities of the CPO CHN 901 were redirected and the resources allocated to these components were absorbed by the MLC 2006 component but remained directed to China.

This component of the PP had 4 immediate objectives:

- **Immediate objective 1:** Increased ratification and effective implementation of the MLC, 2006 with a focus on countries with scarce resources and limited capacity.

- **Immediate objective 2:** Strengthened capacity for enforcement and compliance with MLC, 2006 requirements, with a particular focus on capacity building of maritime labour inspectors.
- **Immediate objective 3:** Increased awareness and capacity to assess risks and comply with the health, safety and accident prevention provisions of the MLC, 2006.
- **Immediate objective 4:** Better application of the principles contained in Convention No. 169 on Indigenous and Tribal Peoples in the Central Africa Republic, in conformity with the comments of the supervisory bodies of the ILO.

5. MLC, 2006 Background

The 94th (Maritime) Session of the International Labour Conference (ILC) (Geneva, February 2006) adopted the Maritime Labour Convention, 2006 (MLC, 2006), an important new international agreement that consolidates almost all of the 70 existing ILO maritime labour instruments in a single modern globally applicable legal instrument. The MLC, 2006, establishes comprehensive minimum requirements for almost all aspects of working conditions for seafarers including, inter alia, conditions of employment, hours of work and rest, accommodation, recreational facilities, food and catering, health protection, medical care, welfare and social security protection. It combines rights and principles with specific standards and detailed guidance as to how to implement these standards at the national level.

With the MLC, 2006:

- all seafarers, whatever their nationality, serving on a ship to which the Convention applies, whatever flag it flies, will have decent working and living conditions and an ability to have concerns addressed where conditions do not meet the requirements of the Convention;
- various mechanisms in the Convention will serve to ensure, to the greatest extent possible, that the Convention requirements are respected, even on the ships that fly the flag of countries that do not ratify the Convention;
- governments and shipowners committed to establishing decent working and living conditions for seafarers will have a level playing field with strong protection against unfair competition from substandard ships.

6. Evaluation background

A. Objectives and Scope of the Evaluation

The International Labour Standards (ILS) component of the ILO-SIDA partnerships was managed within the Standards Department, at the ILO Headquarters in Geneva. It was decided internally, that this component of the ILO/SIDA Partnership required an independent final evaluation, in compliance with the ILO's evaluation policy.

The evaluation report requested to:

- Assess progress made towards achieving the expected outcomes and objectives linked to Outcome 18,
- Identify lessons learned and good practices in the approaches taken and implementation, and
- Formulate recommendations based on the findings from the current implementation phase that can be considered for future interventions.

The objectives of the final evaluation were to:

- Determine within Outcome 18 component interventions, what has been achieved, what has not been achieved, and why;
- Examine if the best approach was taken, and if it was optimally executed;
- Assess current impacts and the sustainability of the activities and where possible, identify evidence of pathways and indicators of long-term impact;
- Comment on any potentially useful future activities.

The final evaluation is expected to result in the following outcomes:

- Recommendations to support the ILO's expansion of its ILS activities and in particular the MLC, 2006 activities, based on the assessment of the key success factors, best practices and constraints faced by the initiatives;
- A clear articulation of the 'lessons learned' and identify good practices to inform future development and contribute to knowledge development of the ILO and stakeholders.

The key evaluation clients are SIDA as donor, the ILO Standards Department, ITC-ILO and field offices promoting MLC, 2006 and other targeted Conventions. Key national institutions and organizations targeted for MLC, 2006 and other ILS capacity support also may benefit from the report.

The evaluation will be used in the following ways:

- Findings and recommendations will be used to strengthen the ratification and application of the ILS and in particular the MLC, 2006 and lessons learned will be used to improve the strategy and operations design of future capacity support initiatives;
- Provide advice with respect to potential future technical cooperation/partnership activities;
- Account for current achievements to ILO management and in terms of impacts to date and measurable results against pre-intervention situations.
- The evaluation report will be disseminated in the ILO for organizational learning through the EVAL's i-Track evaluation database. A summary of the evaluation will be made available publicly through EVAL's websites.

B. Evaluation Methodology

The evaluation was performed based on a desk examination of documentation available and interviews with selected individuals who have participated in the initiative.

The documents that were requested or have provided information for the evaluation include:

- Reports drafted within the scope of the initiative,
- Mission reports¹,
- Collected and consolidated indicators²,
- Documentation on the materials and tools created, the materials and tools themselves,
- ILO's supervisory bodies documentation,
- GB documentation,
- Financial information of the resources applied³,
- Analytics of the online tools, and a
- Detailed map of the activities in different counties⁴.

The individuals that provided information for the evaluation include:

- ILO HQ officials responsible for the design, implementation and reporting of the activities,
- ILO HQ officials responsible backstopping the initiative,
- ILO experts on the relevant Conventions and responsible for providing technical advice on the implementation of the Convention,
- ILO field staff responsible for the design, implementation and reporting of the activities,
- ITC-ILO staff responsible for the design, implementation and reporting of the training activities,
- ILO staff in the Communications Department with Access to MLC, 2006 website analytics

C. Challenges and limitations

It was complicated for the evaluator to obtain relevant information/documentation relative to the activities performed in different countries. Not all information requested was provided limiting the overview of the evaluation. The geographical scope of the work performed was not clear to the evaluator nor the priorities in each country where ILO support was provided. Organising interviews was also challenging due to the tight agendas of ILO officials.

D. Questions for evaluation

Relevance:

¹ Not available.

² Not available.

³ Not available.

⁴ Does not include all activities carried out by the Office as the data was not available.

- To what extent is the design of the ILO initiatives relevant to the strategy outlined in the P&B for Outcome 18, particularly for the ratification and effective implementation of MLC, 2006?
- How relevant have the countries targeted been to the MLC, 2006 campaign, and how relevant have the activities supported been to addressing national capacity, legal and development constraints?

Coherence:

- To what extent are the various activities coherent and complementary (in design and implementation) with regard to the elements of Outcome 18 and needs of individual countries?
- How coherent has the work been at country level with other standards support and within the context of DWCP?

Effectiveness:

- Have the outputs been effective in supporting the MLC, 2006 ratification and implementation, including integration into countries' legal frameworks.
- Has attention been given to strengthen the capacity for enforcement and compliance with MLC, 2006 requirements, including those relevant to gender issues?

Efficiency:

- To what extent have the resources (technical and financial) are being used efficiently?
- How important and useful was the collaboration between ITC Turin, and HQ-based programme?

Impact:

- To what extent have the actions produced immediate and midterm results towards the achievements of Outcome 18, in particular the goal of the MLC, 2006 entry into force with widespread ratification and effective implementation targets?

Sustainability:

- Does the involvement of tripartite constituents and other relevant institutions and organizations reflect synergies that are likely to enhance impacts and sustainability?

7. Main Findings:

The main findings are classified under the different criteria (Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability) and the 12 Evaluation Questions. Due to this organisation in some cases it is complicated to have an overall picture of the activities carried out under this initiative as the focus is placed on answering each question under the different criteria or element.

For each evaluation question one or several findings have been highlighted. Each finding is accompanied by a description of the activities that supports each statement. The findings do not follow a chronological or thematic sequence, their order responds only to the order of the questions, and do not necessarily ensure a better understanding of the approach taken and activities carried out nor how the objectives were met.

A. Relevance:

EVALUATION QUESTION 1 To what extent is the design of the ILO initiatives relevant to the strategy outlined in the P&B for Outcome 18, particularly for the ratification and effective implementation of MLC, 2006?

The initiatives were designed to achieve the goal of rapid and widespread ratification to bring the Convention into force and lay the foundation for assuring effective national-level implementation to meet the objectives of the Convention.

Initiatives and activities that have been carried out are the result of resolutions adopted by the 94th (Maritime) Session of the ILC regarding the promotion of early and wide spread ratification of the Convention and the need to provide technical support to countries requesting assistance in securing effective national-level implementation. The resolution concerning the promotion of the MLC, 2006, specifically noted that the success of the Convention would depend upon it being widely ratified and upon its requirements being effectively implemented, and requested that priority in the allocation of the resources of the Organization's technical cooperation programme be given to promoting the ratification of the Convention and to assisting countries which request assistance in its implementation in areas such as:

- Technical assistance for Members, including on capacity building for national administrations and the drafting of national legislation to meet the requirements of the Convention;
- The development of training materials for inspectors and other staff;
- The training of inspectors;
- The development of promotional materials and advocacy tools for the Convention; and

- National and regional seminars, as well as workshops, on the Convention.

EVALUATION QUESTION 2 How relevant have the countries targeted been to the MLC, 2006 campaign, and how relevant have the activities supported been to addressing national capacity, legal and development constraints?

Advisory and support activities carried out by the Office are adapted to the specific needs of each country, ensuring that actions are relevant to the national requirements expressed by constituents.

The Office has participated in a number of missions between 2009 and 2014⁵ to support countries in their ratification process or in their process of adapting their legal frameworks to the requirements of the MLC, 2006. These missions have required a coordinated approach with ILO regional or sub-regional offices. Missions to States have taken place when countries have requested ILO assistance. Specific countries were not targeted but the work was a result of the specific demands of constituents.

The MLC, 2006 is a voluminous cross cutting convention involving labour matters, social security, occupational safety and health, labour inspection, and many other issues. It is complicated for many developing countries to have the drafting capacity to go about the process on their own and to put in place all arrangements required by the Convention. Many countries need support in simply knowing where to start.

All technical assistance missions contain a set of unique activities, which are designed to meet the specific needs of each country. The objectives of the missions vary depending on their needs, the relevance of the sector in the economy, maritime interest (flag States, port States and labour supplying States), the domestic legal framework, etc. The objectives of missions include assisting countries identify if current legislation is insufficient to implement the Convention, helping countries to fill the gaps found in their legislation and other implementing measures to familiarize administrators, maritime inspectors and ship operators with the requirements of the MLC, 2006. All countries are different, have different needs and require different efforts. One of the main added values of the assistance provided by the Office is precisely the capacity to adapt its advice and technical efforts to the specific needs of the constituents, making the support relevant and effective.

Ratification and implementation also require the essential collaboration and coordination amongst different ministries (industry, health, labour, economy), which in itself is challenging. These missions have also helped create synergies between the different Government authorities and promote for action plans to be drafted in collaboration.

⁵ Although the total number of missions and objectives is not available, support provided included missions to: Benin, Fiji, Germany, Italy, Malaysia, Philippines, Saint Kitts & Nevis, Seychelles, Singapore, South Africa, Egypt, Iran, Jamaica, Oman, Trinidad & Tobago, Turkey and Ukraine.

The ILO officials deliver high technical expertise that is relevant and necessary to countries worldwide.

The ILO officials provide programs that are specifically adapted to the particular needs of each country to support capacity building nationally.

ILO Officials conduct training courses in the field for constituents, especially to government officials and maritime inspectors. These trainings are also regularly conducted in English. Trainings held for labour inspectors for example include trainings organised in Oman and Iran.

Methodologies are designed and developed by the Office legal officers or senior specialists. These trainings include 4-day programs which incorporate not only the standard classroom training but also a mock inspection of a ship from the viewpoint of the MLC, 2006. The materials used in the trainings that are to a certain extent standardised in structure and content but adapted to the local context and adjusted based on the progress that the country has already made in the ratification or implementation.

The Maritime Labour Academy offers a relevant program to promote ratification going beyond the formal legal signature, but trying to strongly support capacity building nationally.

The MLA curriculum delivers highly technical expertise that is relevant and necessary to countries worldwide.

In a resolution adopted at the same time as the MLC, 2006, the 94th International Labour Conference called upon the ILO to develop training materials and courses aimed at building the capacity of national ship inspection systems. The ILO and the International Training Centre (ITC) launched the training of maritime inspectors programme in 2009, sowing the seeds of what would be the Maritime Labour Academy (MLA). Since then, the MLA has gradually increased the number of training modules that they offer the public, targeting different audiences in the maritime sector. The MLA is now established with a comprehensive range of training activities under the MLC, 2006.

During the period 2012-2013, the MLA has conducted 21 courses⁶ and trained 412 individuals.

While the ITC generally attracts 80% of participants from developing countries, in the case of the MLA, 50% of participants are originally from developing countries and 50% from industrialised countries. This reveals that the MLA curricula delivers technical

⁶ 8 activities in 2012 and 13 activities during 2014.

expertise that is relevant and needed by constituents from countries worldwide, regardless of the state of development of their legal maritime framework.

In the period of 2012-2013, **TRACK 1: Training of trainers and maritime inspectors in the application of the ILO MLC, 2006** was conducted on 6 in occasions. According to the records, participants from 56 countries have attended the course from both public and private institutions. Since 2009, 286 people have been trained in Track 1.

MAP 1 Countries of origin of participants to the Track 1 courses during the period 2012-2013



As noted above and illustrated in the map, this course attracts participants from many countries, regardless if they have ratified or not the Convention, but is limited to several regions. No individuals from South America have registered into the course in these two years, and very few from Central America. There are very few participants from the African region and almost none from coast central Asia. It should be assessed if this lack of participation is due to language barriers, economic difficulties or other root causes, to be able to act accordingly.

TRACK 2: Workshop on national legal implementation of the ILO MLC, 2006 is oriented to law and/or policy officials from government departments concerned with the legal aspects of treaty implementation in the maritime sector, e.g. attorney-general's department, ministries of labour, transport, maritime authorities, and seafarers' and ship-owners' associations.

In the period of 2012-2013, this course was conducted in 4 in 2012 occasions. Participants from 29 countries attended.

MAP 2 Countries of origin of participants to the Track 2 courses during the period 2012-2013



The MLC, 2006 is a very technical instrument that brings together many different issues (labour conditions, wages, social security, accommodation, etc.) that requires great efforts from member states for their legislation to be in conformity. This course is a real need for countries that do not have the capacity or resources to draft legislation on their own without further support. In 2013 participants to Track 2 were mostly from developing countries receiving fellowships. Developing countries are primarily the main target audience as they are the ones who require most support to develop the legal capacities of their lawyers who in many cases are only one person responsible for drafting all new legislation in a country, not only those related to labour or maritime issues.

Despite this apparent need, individuals from Latin America, Africa and central and East Asia have not signed up to this course as much or as often as expected. It is important to identify if this is simply due to a language barrier or also to economic issues.

The MLA has organised one training in the field responding to the request of conducting programmes in languages other than English. In December 2013, a pilot legal workshop was organized in French in Dakar for six Western and North African Countries. It is likely that if more courses are organised in the field in local languages it would be a cost efficient measure and attract more participants from different countries in the region promoting that capacities of non-Anglophone countries are strengthened.

When Track 2 has been conducted in the field it has proven to be a good way of bringing the knowledge and expertise to the region and trained a larger group of legal experts who otherwise would not have been able to build their skills on the MLC, 2006 because of lack of financial resources and language barrier.

The practical implementation of the MLC, 2006 usually requires different national authorities to have close communication, to cooperate and coordinate. They need to define responsibilities and create action plans for correct implementation. In many instances the training has given the opportunity to national participants to solve internal issues and differences during the course, which they were not able to solve in their home countries. This training course has provided national participants with a safe space to settle their differences.

Track 3 Workshop for ships' operators and officers on the ILO MLC, 2006 provides ships officers, masters, ships' operators, HR management and others responsible for implementing the MLC, 2006, with a good level of understanding of the requirements of the MLC, 2006. It is jointly organized with the International Shipping Federation (ISF).

In the period of 2012-2013, this course was conducted in 4 occasions attracting participants from 9 countries. When the training was planned to take place in Hong-King it was not able to attract a sufficient number of participants despite the joint promotion with the ISF and IMEC.

MAP 3 Countries of origin of participants to the Track 3 courses during the period 2012-2013



EVALUATION QUESTION 3 Did actions respond to national needs and gaps identified to better implement principles contained in Convention No. 169 in Central African Republic.

The multi-stakeholder participatory approach taken since its conception, ensured that the strategy was relevant to the national needs.

The active engagement in all processes and activities of constituents, civil society and indigenous peoples increases the possibilities of resuming the work without losing all efforts made by the project.

In August 2010, Central Africa Republic (CAR) became the first African country to ratify Convention No. 169. Despite the advancements made in recognising the importance of protecting and promoting the rights of indigenous communities, indigenous peoples' rights in Africa remain weak. According to ILO officials, the ratification of Convention

No. 169 has stimulated the continued debate of the standard in the region and has inspired neighbouring countries, for example Republic of the Congo to commit to ratification. CAR's ratification is viewed as a window of opportunity for more ratifications of the Convention on the continent.

The project as it was conceived and designed, ensured a participatory process and engagement with indigenous peoples and civil society. Because of the efforts made to ensure its relevance and its sustainability through this multi-stakeholder approach, it should be feasible to continue the activities and the promotion and support of practical implementation when the national situation improves and the State's apparatus for law and order are reinstated.

B. Coherence:

EVALUATION QUESTION 1 To what extent are the various activities coherent and complementary (in design and implementation) with regard to the elements of Outcome 18 and needs of individual countries?

Advisory and training activities in the field are not planned with constituents within a structured and coherent program designed strategically within an agreed action plan and specific timeframes.

Advisory and training sessions tend to be isolated events without a holistic approach to ratification and implementation in the country. Advisory and training activities planned with constituents in the field could be organised within a structured and coherent program designed strategically within an agreed action plan and specific timeframes. Designing such a strategy with individual countries could better achieve the objectives of capacity building and implementation more effectively and sustainably. Although currently informal dialogue is maintained with many participants/organisers a more coherent program would also allow for a more structured and complementary follow-up.

The different learning tracks of the Maritime Labour Academy create a coherent and complementary program for the different constituents and stakeholders who apply the Convention. The MLA offers specific training to all social partners. Courses meet the different needs of all stakeholders (government officials, maritime labour inspectors, ship-owners, workers and legal officials) involved in the implementation of the MLC, 2006.

Five different highly specialized courses (Training Tracks) have been designed and developed to cover the needs of different target audiences: inspectors, lawyers, ship-owners and seafarers unions. Currently the MLA is working on another module to provide training for placement and recruitment agencies as they also have obligations covered by provisions in the MLC, 2006. Their approach to continue to expand the

number of courses and target audiences demonstrates their constant determination to meet the needs of constituents and support them in their efforts to implement the Convention.

The different Training Tracks include:

- Track 1: Training of trainers and maritime inspectors in the application of the ILO MLC, 2006
- Track 2: Workshop on national legal implementation of the ILO MLC, 2006
- Track 3: Workshop for ships' operators and officers on the ILO MLC, 2006
- Track 4: Awareness-raising workshop on the MLC, 2006 for seafarers and seafarers' representatives
- Track 5: Implementing the Maritime Labour Convention, 2006 (MLC, 2006) in the cruise industry
- Track 6: Workshop on the ILO MLC, 2006 for recruitment and placement agencies

EVALUATION QUESTION 2 How coherent has the work been at country level with other standards support and within the context of DWCP?

There has not been a specific coordination with other standards support or within the context of the DWCPs.

There hasn't been a direct relation between the work done to promote ratification and implementation of the MLC, 2006 and the Decent Work Country Programs. ILO Officials state that in those countries where the DWCP included maritime issues because it had a maritime interest there has been coordination between the different activities. There is not further information in this regard. In specific countries there has been an interest to deal with the MLC, 2006 along with ILO fishing instruments.

C. Effectiveness:

EVALUATION QUESTION 1 Have the outputs been effective in supporting the MLC, 2006 ratification and implementation, including integration into countries' legal frameworks.

Strategy and actions have resulted in the widespread ratification and entry into force of the MLC, 2006.

The Office is a leader in providing technical assistance and building capacity to prepare countries for ratification and supporting them in implementation. The approach taken of providing support to member states at all stages of the process, including *before* ratification has proven to be very effective both to obtain ratification but also in the following application of the instrument.

The assistance provided by the ILO has included promotional activities of technical assistance, technical missions, awareness raising amongst constituents, assistance in identifying the gaps in national legal frameworks, analysing country specific needs, providing support in preparing draft legislation and assisting in the ratification process.

MAP 4 Member states that have received support from the ILO to ratify or implement the MLC, 2006 during 2011-2013 (Not full list)



The approach taken of providing support to countries during all stages of the process, including before ratification has proven to very effective both to achieve ratifications and support countries apply the instrument.

Great part of the support provided by the Office consists of assisting countries ensure that their national legislation meets the requirements of the Convention. Particularly in the case of the MLC, bringing the legislation in conformity with the instrument can be daunting task as it is a very complex Convention including different subject areas.

The Office has supported legal gap analyses in 30 countries⁷ and participated in the preparation of draft legislation for some 20 countries⁸. Legal gap analyses are technical documents that compare domestic legal frameworks with the provisions of the MLC,2006, identifying possible gaps and shortfalls. The legal gap analyses are carried out before ratification and their completion does not immediately lead to a ratification.

As mentioned above, not all countries that have completed their legal gap analysis have ratified yet, for example Cameroon, Chile, Guinea Bissau, Honduras, Ivory Coast and Namibia, but it sets them in the path to ratification. The work done with these

⁷ Full list of the 30 countries is not available, but includes the following 11: Benin, Seychelles, South Africa, Togo, Cameroon, Chile, Guinea Bissau, Honduras, Ivory Coast and Namibia.

⁸ Full list is not available.

countries also confirms that the Office is deploying its efforts in different regions to promote ratification and provide assistance in practical implementation.

The progress that ratifying States have made regarding implementation of the MLC, 2006 and adaptation of their legal frameworks will be assessed by the CEACR at the end of 2014.

This year will be the first year that countries submit reports to the Committee of Experts on the Application of Conventions and Recommendations. Out of the 54 ratifying states, 31 of them are to submit their first report in 2014. Based on the reports, the CEACR will assess the level of application of each country, the conformity of their legislation with the provisions of the Convention and its practical implementation. Without the CEACR's revision of Government's reports or any further indicators, it is difficult to measure what progress ratifying states have made during this period of time.

There are no indicators available regarding the progress made by Governments in the adoption or modification of their current legislation, nor the progress made in the process of implementation through other measures. Progress regarding the implementation of the relevant laws will only be seen and measured over time.

There is also no information available regarding the number of inspections carried out, how many inspectors are already including working and living conditions in their visits, the findings of such inspections, if sanctions are being applied, how many complaints are being filed, etc. Despite the lack of further data to measure progress, ILO officials assure that there are already ships being detained in ports because of identification of excessive working time and not payment of wages.

It is too early to know if inspectors are seeing improvements in working and living conditions of seafarers. We will only be able to assess the impact in working and living conditions of workers in the sector over time. It is too early to see tangible progress.

Capacities of local practitioners have been increased to ensure that the revision and adaptation of maritime legislation can become a local process.

Maritime inspectors skills and capacities have been enhanced to support their task of verifying working conditions and accommodation facilities of seafarers, ensuring practical implementation of the MLC, 2006.

The MLA has amongst its tutors/facilitators/trainers the best possible experts, as they are the experts who have also been involved, or still are involved, in the process of drafting the instrument, its adoption and its implementation. This ensures the best possible transfer of knowledge to adequately implement the MLC, 2006.

The active training methodologies used in the programs encourage hands on and in-depth learning.

Each of the MLA Training Tracks have their own objectives and target audiences. Each support the objectives of adequate implementation in different ways. How the Tracks

have been conceived, regarding methodologies used and selection of participants have an impact on the effectiveness of the training.

TRACK 1: Training of trainers and maritime inspectors in the application of the ILO MLC, 2006

Methodologies. Currently Track 1 is built as a 2-week program run in English, with a good balance between theory and practice where participants learn by doing and teaching.

The length of the program poses advantages and disadvantages: as the MLC, 2006 is a very long and technical instrument it is essential to be able to study it in depth during long timeframes. At the same time, this 2-week duration is a set back for potential participants who can not afford financially to stay 2 weeks abroad, or simply cannot leave their work for such a long period. There could be different ways to approach this challenge. Track 1 could be broken down into shorter training activities that would require participants less of an effort on their schedules. A two-week program would still be offered, but an offer of a shorter program curriculum could also be conducted. Other options could be to include some of the content as pre-course learning requisite; or include some of the content in a e-learning experience. Offering different possibilities to participants could potentially attract those less inclined to attend as the courses are currently designed given their limitations.

As mentioned, the course is only run in English, which can have an impact on the number of participants who will register from non-Anglophone regions or with less of a tradition of being fluent in several languages. The fact that the assessments are also completed in English could also discourage participants or have an impact on their final grade. It could be interesting to compare grades of individuals to see if there is a trend of lower grades of participants who's first language is not English.

The methodology has been adapted during its years based on the needs and requirements of participants. If the course initially spent 50% of the time on technical components and 50% on how to deliver the content in a training context and methodologies, now it has shifted its focus to provide 70% of the curricula on technical information and on 30% methodological aspects. The MLA staff considered that their added value was mostly in providing the technical expertise and that with the limited timeframes, they could cut back on the time spent on the pedagogical aspects. It would be interesting to know if the methodologies used by trainers in their home countries are participatory and engaging encouraging a more in depth learning.

Before the course, participants are asked to fill in a questionnaire to understand their perception of their level of training experience. This needs assessment helps facilitators adapt the content to the requirements of participants.

Selection of participants. All participant's profiles are reviewed to ensure that the work roles and responsibilities are directly related with the training curricula and are in positions to use the knowledge and skills acquired. Participants must have the right technical competencies on maritime issues. A training background, experience or knowledge is not currently required. The approach taken is to find experts on maritime issues, train them on how the MLC, 2006 is applied in practice and turn them into trainers to scale the content and knowledge.

In some cases, a high number of participants from one same country have participated in the trainings. This could be due to different scenarios, both positive or negative, for example a full commitment from different organisations involved to build capacities of

individuals, to a high turnover of personnel involved in these functions. Without further information, it is difficult to make this data meaningful.

TRACK 2: Workshop on national legal implementation of the ILO MLC, 2006

Methodologies. It is a 3-day course run in English with a theoretical background and practical exercises.

Good levels of knowledge of the Convention text are presumed, but needs assessments or previous evaluations ascertain such knowledge are not carried out before the course is conducted.

As noted above, conducting the course in only one language can pose difficulties for participants from all regions to register. The fact that participants have not signed up to the course from the Americas and Francophone Africa does not imply there is not a demand for it in these regions.

Selection of participants. All participants' profiles are reviewed to ensure that the work roles and responsibilities are directly related with the training curricula and are in positions to use the knowledge and skills acquired.

Track 3: Workshop for ships' operators and officers on the ILO MLC, 2006

All content is designed and developed by the MLA in a 2-day course run in English. Standard evaluations of reaction and satisfaction are used. Learning, behavioural change and impact is not measured.

Track 4 Awareness raising workshop on the ILO MLC, 2006 for ITF Affiliates

This 2-day workshop is designed to help seafarers and seafarers' representatives learn the main features of the MLC, 2006, with focus on on-board and on-shore complaint procedures. Track 4 is organized jointly with the International Transport Workers Federation (ITF). Participation to this activity is limited to individuals invited by the ITF.

In the period of 2012-2013, this course was conducted in 4 occasions where 170 people received training. All participants were inspectors of the federation, and implies that nearly all inspectors working in ITF have been trained on the MLC, 2006.

Since this activity is not open to the public, all participants have been identified and selected by the ITF.

All content has been designed and developed by the MLA and standard evaluations of reaction and satisfaction are used. Learning, behavioural change and impact is not measured.

Track 5 Implementing the MLC, 2006 in the Cruise Industry workshops

Track 5 aims to strengthen the capacity of the cruise industry to implement the MLC, 2006. It identifies the main objectives and key concepts of the Convention needed for sound implementation by the cruise industry. It takes account of the flexibility provided

for by the Convention as well as the rights and obligations of ship-owners. The course is intended for internal auditors and human resource managers in the cruise industry.

The course is available to cruises operators upon request. In the period of 2012-2013, this course was conducted in 5 occasions.

All content has been designed and developed by the MLA and standard evaluations of reaction and satisfaction are used. Learning, behavioural change and impact is not assessed.

EVALUATION QUESTION 2 Has attention been given to strengthen the capacity for enforcement and compliance with MLC, 2006 requirements, including those relevant to gender issues?

The MLA encourages the participation of women but the maritime sector continues to be male dominated sector.

The maritime sector continues to be male dominated sector, but the MLC, 2006 has been designed as a gender sensitive instrument that should have a positive impact on national legislations and in promoting more women to the sector. The handbooks and guidelines developed include specific sections on issues like sexual harassment, pregnancy at sea and other issues that affect women seafarers at sea.

The MLA encourages the participation of women and in 2012, 32 female participants, accounting for 19.9 per cent of the total attended MLA training activities. In 2013, 97 female participants, representing 38.6 per cent of the total, reflect the changing gender balance in a sector that was traditionally male-dominated. The increase in women participation in the 2013 activities is mostly due to the five activities ran for the cruise sector, as women accounted for 57.5 of the participants in this track. Women maritime inspectors are still an exception but female participants were the majority in the Track 2 and Track 5.

EVALUATION QUESTION 3 Did actions result in improved application of Convention No. 169 in Central African Republic?

Support was provided to constituents and stakeholders involved in the implementation process of Convention No. 169 resulting in the drafting and submission of the first report on the application of the Convention. This is the first step in initiating a constructive dialogue with the supervisory organs of the ILO and promoting the coherent application of the instrument.

The ILO was able to mobilise resources and establish a field presence in the CAR focusing on promoting and respecting indigenous people's rights.

The ILO was able to successfully coordinate with other UN agencies in its efforts to promote and respect the rights of indigenous peoples.

After the military coup that the CAR experienced in March 2013, the Central African Republic finds itself in a situation of armed conflict. There are reports of widespread targeted killings and serious human rights violations, including indigenous people. The CEACR stressed in its observation formulated in November 2013 its particular concern at the reports of the targeted violence against members of ethnic groups protected by the Convention and increasing tensions between communities (...) and urged all stakeholders, and specifically the governmental authorities, to ensure full respect of the human rights of indigenous peoples, especially of children and women of the Aka and Mbororo ethnic groups.

The armed conflict has undoubtedly derailed the normal functioning of the work the ILO is able to carry out in the country and many of the planned activities have not been completed for security reasons. Nevertheless, a number of activities have been completed and a different strategy has been taken after the UNDSS's recommendation of not having a local presence in the country. Given the tragic events, the ILO continues to support the CAR constituents and indigenous peoples from the Yaoundé ILO Office. Different products have been designed and developed to be able to advance in the support. Activities that are carried out only include those that can be completed without requiring any physical presence in the country.

One of the main achievements of the project was that the Government was able draft and submit its first national report on the application of Convention No. 169 to ILO supervisory bodies. The ILO provided support to constituents to help them initiate and complete the process. A workshop was organised where ILO staff clarified to the Government, indigenous peoples, unions and civil society the responsibilities of the different stakeholders in the application of the Convention. According to ILO officials, the fact that despite the difficulties, the Government submitted its first report shows a great political commitment to meet its international obligations and start a dialogue with the CEACR.

Key laws and policies were reviewed and validated by Government's line ministries with the participation of indigenous peoples, civil society organizations, employers and workers' organizations. Such revisions identified the adequacy of the national legislation with the provisions of the Convention and were to be the background material for an action plan for application and amendment of the legal framework and creation of active policies to promote and respect indigenous peoples rights.

The Guide on consultation has not been completed, because despite the TORs were drafted and partner agencies identified, it was intended to be product completed with a participatory approach, and due to the current situation it is not possible at present to work directly with the local communities.

The first drafts of the studies on working conditions of indigenous peoples in the forestry and conservation sectors were produced. The final drafts will be completed once the security situation improves.

With the translation of the Convention and its dissemination through visual materials, and through other participatory methodologies and approaches including a radio program and theatre plays, the project managed to enhance indigenous community's understanding of their rights. According to ILO officials, Convention 169 has become a slogan in speeches and claims, including in conflict time.

D. Efficiency:

EVALUATION QUESTION 1 To what extent have the resources (technical and financial) are being used efficiently?

The Office has developed relevant support materials to help member states bring their legislation in conformity and provide them with resources to understand all practical implications of the MLC, 2006. These support materials scale efforts and motivate wider impact.

The Office does not have the resources -human or financial- to be able to attend all possible requests for support and assistance from constituents in a timely manner. In order to be able to scale effectiveness and impact, it was essential that the Office develop relevant materials to help member states bring their legislation in conformity with the MLC, 2006 and provide them with resources to understand all practical implications of the instrument. Tools and materials need to be in constant development in order to be responsive to the needs of constituents.

There has been full implication and commitment from ILO Standards Department's leadership to ensure that the materials developed are of the highest technical quality.

A number of guidelines, materials, handbooks, presentations and other documents have been created. Below a few are listed:

Handbook: Guidance on implementing the MLC, 2006, 2006 - Model National Provisions

Due to the complexity of the MLC, 2006, most countries require some type of support in adapting their legal frameworks. One of the tools that was developed in order to be able to scale the assistance provided and support countries in their efforts to draft legislation in conformity with the MLC, 2006 is the Model Legal Provisions. It is not a proposal for a national law (although with some adjustments it could be used as such), but, rather, it is intended as an aid, in whole or in part, for national legislators and legislative counsel in drafting the necessary legal texts to implement the MLC, 2006. The Model Legal Provisions are available in English, Spanish, French, Arabic, Russian and Chinese. It is available online and provided to Governments during missions. The development of the Model Legal Provisions is a relevant product and a very efficient use of resources.

Frequently Asked Questions

According to Office officials, one of the most popular tools that they have developed is the Frequently Asked Questions. The FAQs are a database of answers to facilitate understanding of the MLC, 2006. It is available in English, Spanish and French. It is available in different formats to be able to directly download or for viewing in electronic format on the ILO website. ILO Staff members also share the FAQs in printed format in their missions. It is continuously updated and enlarged, ensuring that main concerns raised by constituents and stakeholders during trainings, missions and other meetings are included and resolved. This document is not only a promotional document but provides technical assistance for maritime practitioners by providing answers to common questions on implementation. It is a live product that responds to users needs in different languages and formats.

Other MLC, 2006 implementation guidelines and key documents

Amongst the other products that the Office has created to support countries in the implementation of the MLC, 2006 are:

- Standing Orders of the Special Tripartite Committee established for the Maritime Labour Convention, 2006
- Handbook: Guidance on implementing the Maritime Labour Convention, 2006 and Social Security for Seafarers
- Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006
- Guidelines for flag State inspections under the Maritime Labour Convention, 2006
- Guidelines on the training of ships' cooks
- Guidelines on the medical examinations of seafarers

For much of this work, the outputs have exceeded the initial targets. Moreover, the strategy has ensured that work at the national level enhanced national capacity through the use of national consultants in tandem with international expertise.

Handbook on MLC, 2006 provisions on maritime occupational safety and health

A handbook to assist with legal implementation of the MLC, 2006 provisions on maritime occupational safety and health is still under preparation. The objective of the handbook is to assist governments to implement the MLC, 2006 requirements. It is also intended to provide information to ship-owners and seafarers on on-board OSH matters.

The handbook was prepared and reviewed by an international tripartite expert working group through correspondence. In 2013 as result of the regular consultations by the International Labour Office with the worker and employer representatives a proposal was made to the Governing Body to hold an international tripartite expert meeting in Geneva in October 2014. The Government Body approved the meeting was in March 2013. The handbook prepared has been updated and will be the document that will be reviewed by this meeting. Although this has meant a modification in the planned publication, the decision to discuss maritime OSH and this handbook by an ILO international tripartite experts meeting will help ensure wider dissemination and greater prominence for this handbook and the importance of maritime OSH.

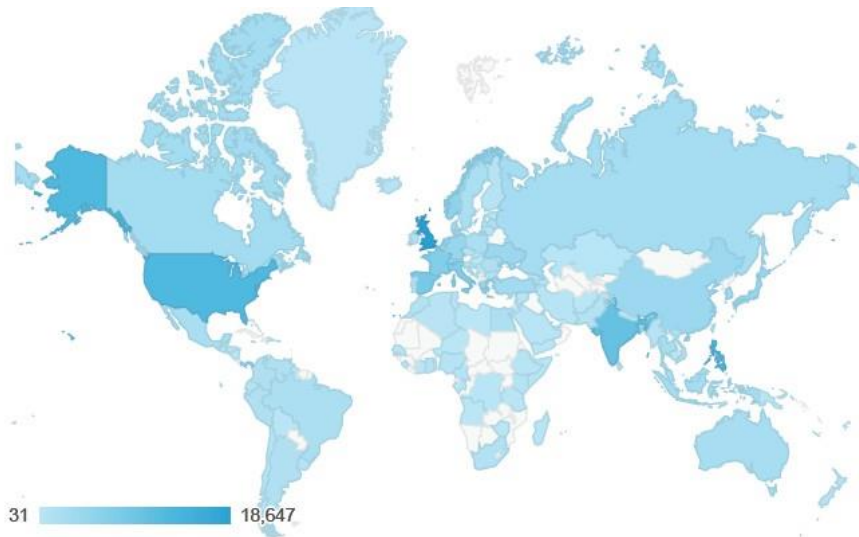
Communication channels have been created to widely disseminate the tools and materials developed that may have a stronger effect on effectiveness and progress made towards better implementation of the instrument.

MLC, 2006 Website

The Office has designed the MLC, 2006 Website that includes very different relevant information regarding the MLC, 2006. It was launched in 2009, but now it is a more sophisticated, user-friendly and comprehensive site. It has become one of the main

and most efficient communication channels used to promote ratification and support countries with its implementation. Since August 2013 -when the MLC, 2006 entered into force- to date⁹ the page has been visited by over 91,500 people from most of the ILO member states¹⁰.

**MAP 5 Unique page views per country of the MLC, 2006 website
(August 2013 –April 2014)**



Since 2009, the page has seen an impressive increase of visits each year: from 16,000 unique visits in 2009, to 149,000 visits during 2013. In the past 12 months, the MLC, 2006 main page has been the 11th most viewed ILO page¹¹. Already in 2014, from January to March, the page had received 27,000 unique page visits.

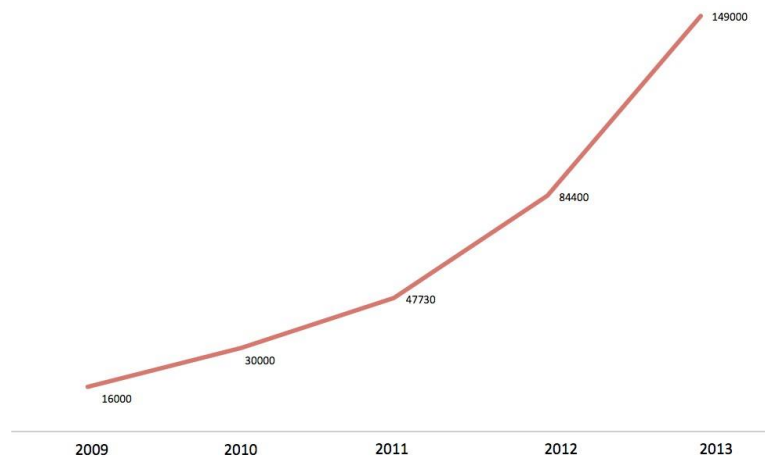
The website provides users with a set of useful information ranging from the text and preparatory work of the MLC, 2006, tools to help constituents implement the MLC, 2006, information regarding the Special Tripartite Committee, to information on the training and capacity building available from the Maritime Labour Academy. To favour accessibility and to meet with the needs of different constituents and stakeholders, the website provides information at different theoretical and practical levels, including videos, guidelines, frequently asked questions. This ensures that the information can reach a boarded audience. The website is available in English, Spanish and French which facilitates its use and accessibility in different regions.

⁹ 10 April 2014

¹⁰ The 10 countries where the page was more successful are the following: United Kingdom (18,647), Philippines (13,584), United States (12,534), India (10,342), Spain (7,996), Italy (7,224), France (7,101), Singapore (6,236), Norway (5,433) and Greece (4,693).

¹¹ In the past 12 months, the page received 146,000 unique visits. For reference, the homepage received 1.45 million unique page views in the same period.

GRAPH 1 Number of unique visits to the MLC website per year (2009-2013)

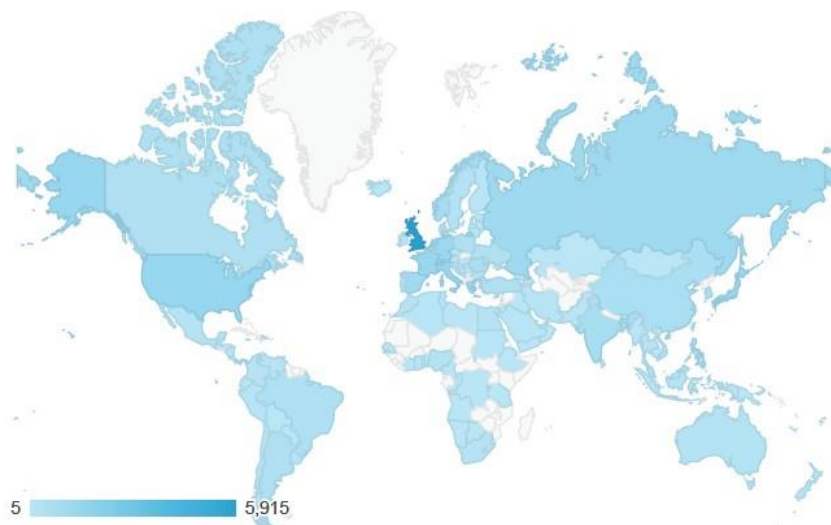


Given its success in dissemination, it seems to be an effective channel to use to place success stories, good practices and cases of perceived impact for users to have access to.

The Office has also made available the MLC, 2006 database online, which provides ratification and implementation information from all ratifying states. It also includes information regarding the national competent authorities on maritime issues, the number of ships, tonnage, organisations authorised to carry out inspections and the inspections and complaints that have been registered with the ILO.

Since the entry into force of the MLC, 2006, it has already received 8,900 visits from most of the ILO member states.

**MAP 6 Unique page views per country of the MLC, 2006 database
(August 2013 –April 2014)**



The Office also receives online queries through an email address made accessible to all constituents on the website requesting specific information. The Office receives through that channel about 10-15 questions each month. This channel is used by ship operating companies and seafarers. It is likely that if this channel was widely used, the Office staff would not be able to provide answers directly or cope with a higher volume of requests.

There is no information available regarding the targets of the website, but it seems that the information available is very relevant to users and an appropriate channel, given the high number of visits it receives each year. It would be interesting to analyse the possible causes of lack of visits -or low number- in those countries who have not ratified the MLC, 2006 yet and are priority countries for ratification. Those countries that also have difficulties with implementation and are not accessing the tools through the web would also be the target of other additional measures or support.

Impact assessments carried out in Track 1 are able to measure the multiplier effect the training has.

The training of trainers approach has had an impressive multiplier effect and therefore a greater impact than the standard training to build technical capacities.

TRACK 1: Training of trainers and maritime inspectors in the application of the ILO MLC, 2006

One of the main objectives of Track 1 is to ensure better quality and consistency in national ship inspection systems. Taking into account the large number of inspectors to be trained worldwide and the limited resources available in terms of expertise and funding, with a view to maximizing impact, the MLA opted for a training of trainers approach, aimed at building longer-term national capacity to implement the Convention's compliance and enforcement system. Trainers and professional inspectors who attend the training who successfully complete the final assessment receive a certification. The course is based on the assumption that the certified trainers organize and run promotional and awareness-raising activities on the MLC, 2006, and national or regional education programmes for maritime labour inspectors.

The TOT has had an impressive multiplier effect. 286 participants to the courses (between the period 2009-2012) have held activities in their home countries training 11,299 people. This showed a steep increase from the previous assessment with the 2009-2011 former participants, who trained 7.740 new experts. These activities include specific training and awareness rising activities. The impact assessment for the 2013 Track 1 training is currently being carried out and the results will be available by mid-2014. This data will continue to shed data on the impact that the ToT approach is having.

The MLA has been able to attract other funds to stimulate its financial sustainability.

In Track 1 there are two types of participants: self-paid and those who receive fellowships to participate. Participants that are granted fellowships come from developing countries that otherwise could not participate in the course. Fellowships are granted based on the resources of the participating countries and organisations that they work for. Track 1 is largely funded by self-paying participants (67 % in 2012 and 71.5 % in 2013). In track 2 there are also two types of participants: self-paid and those who review fellowships to participate. In 2012, 78% of the income generated in Track 2 was through fellowships provided by the SIDA funds and 61.6% in 2013. In this case, participants were mostly from the public sector.

The added value that the MLA brings is precisely the high-level quality experts and practitioners and the worldwide vision of experiences and practices that other companies offering training services on maritime issues in the market simply cannot compete with. Bringing in such high quality experts to deliver the courses also increases the costs of the trainings, which needs to be compensated with external funding, in this case by SIDA, to ensure the price of the training is affordable. Moving forward it is likely that further funds will be required to ensure that the courses are affordable.

EVALUATION QUESTION 2 How important and useful was the collaboration between ITC Turin, and HQ-based programme?

The coordinated approach between ILO HQ and the regional or sub-regional offices ensures there is no overlapping of functions and responsibilities and maintains a more efficient support.

Collaboration between the MLA and the ILO proved to be fluent and effective. There is a full engagement and commitment from the ILO leadership towards providing the highest quality advice and support to constituents.

Coordination between the MLA and the ILO has proven to be complementary in providing capacity building support and has avoided duplication of efforts.

E. Impact:

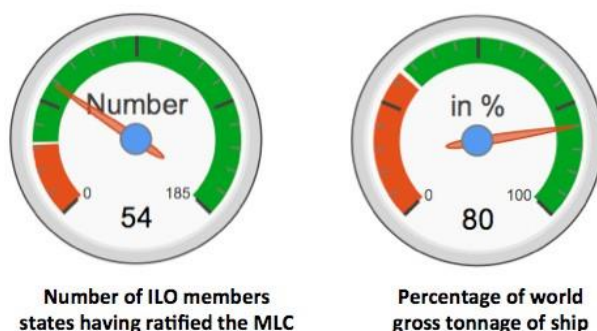
EVALUATION QUESTION 1 To what extent have the actions produced immediate and midterm results towards the achievements of Outcome 18, in particular the goal of the MLC, 2006 entry into force with widespread ratification and effective implementation targets?

A total of 54 countries covering over 80% of the gross tonnage worldwide have ratified the MLC, 2006

The greatest achievement of the work done has been the rapid and widespread ratification of the MLC, 2006 that allowed the Convention to enter into force in August 2012. The MLC, 2006 needed 30 state members to ratify it with a total share in the world gross tonnage of ships of at least 33 per cent in order to come into force. After only 7 years since its adoption, 54¹² countries covering over 80% of the gross tonnage worldwide have ratified the MLC, 2006.

Comparing the ratification rate of the MLC, 2006 with the ratification rate of the fundamental and priority conventions, only Convention No.105 on the Abolition of Forced Labour Convention, 1957 and Convention No. 182 on the Worst Forms of Child Labour Convention, 1999 had received a higher number of ratifications in the first seven years since their adoption (with 68 and 164 ratifications respectively).

GRAPH 2 Ratification progress as of April 2014



¹² Antigua and Barbuda, Australia, Bahamas, Barbados, Belgium, Benin, Bosnia & Herzegovina, Bulgaria, Canada, Croatia, Cyprus, Denmark, Fiji, Finland, France, Gabon, Germany, Ghana, Greece, Hungary, Italy, Japan, Kiribati, Korea, Republic of Latvia, Lebanon, Liberia, Lithuania, Luxembourg, Malaysia, Malta, Marshall Islands, Morocco, Netherlands, Nicaragua, Nigeria, Norway, Palau, Panama, Philippines, Poland, Russian Federation, Saint Kitts & Nevis, Saint Vincent & the Grenadines, Samoa, Serbia, Seychelles, Singapore, South Africa, Spain, Sweden, Switzerland, Togo, Tuvalu, United Kingdom and Viet Nam.

MAP 7 Ratifications of the Maritime Labour Convention, 2006 by country



Although there are regions with a significantly low number of ratification, countries with major maritime interests have ratified the instrument. With the MLC, 2006 in force, it is also expected that many countries will ratify the Convention to ensure they are all in the same level playing field. The fact that ships flying the flag of non-ratifying countries will not carry a certificate, and that therefore they can be subject to a more detailed inspections and lead to retentions and delays, also will encourage further ratification. According to ILO staff, different countries -some that have already received the support from the ILO- have expressed their interest in ratifying including Argentina, Belize, Chile, China, Honduras, Indonesia, India, Iran, Namibia, Mauritius, New Zealand, and Ukraine, although the progress made by each member state towards its ratification differs.

It is impossible to verify the direct influence that the ILO support has had on each country's ratification, as there are many different elements and circumstances that need to take place in order for ratification to take place. It seems clear though that the efforts made by the ILO to support countries to build capacities of constituents and raise awareness on the MLC, 2006 are having fruitful results.

With the Convention in force, the Office's efforts and focus will be placed in effective implementation through national legal frameworks. The ILO is providing assistance and should continue to provide support to countries to assist in drafting legislation in compliance with the Convention and to help them meet their reporting obligations.

The MLA provides effective programs to strongly support capacity building nationally.

The MLA sets the foundations to ensure that the training conducted by private companies on maritime issues and the application of the MLC, 2006 is accurate and consistent.

In the case of Track 1 of the MLA, the training is evaluated at 3 different levels:

- (1) Participant's reaction and satisfaction, with a questionnaire at the end of the course;
- (2) Learning results, as participants need to pass an exam to be certified;
- (3) Impact of the training, with an online survey to assess the relevance and usefulness of the training.

The impact assessment allowed the evaluation of the application of the knowledge gained in their jobs, actions taken by former participants, and constraints faced to apply knowledge acquired. As at February 2013, a total of 189 participants in the ToTs from 2009 to 2012 (66%) responded to the online questionnaire. Taking into consideration the period covered and the fact that some participants in the earlier MLA activities are no longer with their original institutions, this is an excellent return rate for a web-based impact assessment.

According to the questionnaires, 69.7% participants in the TOT, considered that the course made major improvements in job performance and 54.6% stated that it significantly contributed to better overall performance by their organization. 65.8 % of them declared that attendance of the course had greatly upgraded their professional competencies. The measured impact on both participants' jobs and organizations' performance clearly shows the relevance of the training of trainers programme.

It is interesting to see that in the period 2009-2011 participants declare that the main constraints faced in using the competencies acquired during the training activity is the general situation in the country (47,6%) and the priorities within the organisation (42,7). It is difficult do be able to use this information further, unless these trainings were part of a more structured advisory/support process to a country or organisations. If participation in trainings, specially in the cases of fellowships, were to be conditioned to the authorities participating in a more holistic and coherent process of capacity building to enhance functional and organisational capacity of different entities in one country who participate in the implementation of the MLC, then it could be possible that participants didn't find themselves limited in the implementation of knowledge acquired.

In the case of Track 2 of the MLA , training results are only measured at one level where participant's reaction and satisfaction is assessed through a standard questionnaire at the end of the course. This questionnaire also includes questions regarding perception of learning, but learning itself is not evaluated. It could be considered to also evaluate the application of the knowledge gained to their jobs, constraints faced, behavioural change and impact, to be able to assess the usefulness of the support provided to those people responsible for the transposition of the MLC, 2006 requirements into national legislation.

Following the same reasoning as expressed for Track 1, it would be interesting to consider that participants to these courses, specially those granted fellows should form part of a broader program/strategy to support the country in ratification and implementation. In case of Track 2 it would also be very relevant given that participants are to return to their home countries and support the drafting of legislation. It would be interesting to see indicators to verify if participants have successfully been able to draft legislation, measure impact or identify possible root causes of unsuccessful processes.

The satisfaction evaluation results are a positive indicator of the perceived usefulness of the support provided to government bodies responsible for the transposition of the MLC, 2006, requirements into national legislation.

In the case of trainings delivered by ILO Officials in the field for constituents, participants react very positively to the trainings, despite the time constraints. Both

Office staff and participants consider that a 6-day program would better allow participants to have a more in depth understanding of the MLC, 2006.

When the Office conducts the trainings in the field, the constituents select participants and training needs assessments are not carried out. Trainings results are not systematically measured so there is no information regarding the level of learning nor impact that the trainings have.

F. Sustainability:

EVALUATION QUESTION 1 Does the involvement of tripartite constituents and other relevant institutions and organizations reflect synergies that are likely to enhance impacts and sustainability?

Legal gap analyses have followed a development process that builds local capacity, promotes national ownership and responsibility and encourages social dialogue.

The workshops to validate the legal gap analysis stimulate discussion and familiarize tripartite constituents with the new realities linked to the entry into force of the MLC, 2006.

The involvement of tripartite constituents in different activities ensures further impact and sustainability.

Legal gap analyses follow a procedure (see illustration below) where different stakeholders are engaged in the different steps.

Once the Government expresses its interest in receiving the Office's support, the ILO helps the country identify a consultant to draft the legal gap analysis. The analysis is completed locally and the ILO Office staff reviews it. Once the revision has been completed, a tripartite workshop is organised to validate the analysis. After the workshop, national legal experts draft or adapt the relevant legislation, which is then submitted to the ILO for comments in many cases. The Office then helps the country prepare the draft legislation and to be adopted.

GRAHP 3 Participatory process of development of legal gap analysis



The fact that a legal gap analysis is performed in advance of ratification makes it a more effective and efficient mechanism compared to the comparative analysis that the Office commonly drafts. The Office drafts comparative analysis to compare the national legal framework with provisions of conventions once ratification has taken place and the first report has been submitted. The main difference is that gap analyses are completed before ratification and with a participatory approach. Legal gap analyses process allows for the Office officials to have a better understanding of the concerns and unique challenges that each country faces and provides a better view of the reality in the ground. Gap analysis enables a more in depth legal debate. The validation workshops also stimulates the discussion and helps the tripartite constituents familiarize themselves with the new realities linked to the entry into force of the MLC, 2006.

8. Conclusions

Relevance

The MLC, 2006 is a voluminous cross cutting convention which establishes comprehensive minimum requirements for almost all aspects of working conditions for seafarers including, inter alia, conditions of employment, hours of work and rest, accommodation, recreational facilities, food and catering, health protection, medical care, welfare and social security protection.

It is complicated for many developing countries to have the drafting capacity to go about the process on their own and to put in place all arrangements required by the Convention. The ILO officials deliver high technical expertise that is relevant and necessary to countries worldwide. One of the main added values of the assistance provided by the Office is precisely the capacity to adapt its advice and technical efforts to the specific needs of the constituents, making the support relevant and effective.

The assistance provided by the ILO has included promotional activities of technical assistance, technical missions, awareness raising amongst constituents, assistance in identifying the gaps in national legal frameworks, analysing country specific needs, providing support in preparing draft legislation, assisting in the ratification process, training and other implementing measures to familiarize administrators, maritime inspectors and ship operators with the requirements of the MLC, 2006.

The Maritime Labour Academy offers a relevant program to promote ratification going beyond the formal legal signature, but trying to strongly support capacity building nationally. The MLA has gradually increased the number of training tracks that they offer the public, targeting different audiences in the maritime sector. The MLA is now established with a comprehensive range of training activities under the MLC, 2006. The MLA curricula delivers technical expertise that is relevant and needed by constituents from countries worldwide, regardless of the state of development of their legal maritime framework.

The MLC, 2006 has created a worldwide training market and the ILO and Turin are in the best position to continue to provide the highest level of expertise available as the facilitators/trainers are key resource people from the ILO, national coast guard Agencies, ship-owners and seafarers community who have been involved in the

negotiation, preparation, drafting, adoption and practical implementation of the MLC, 2006. The added value that the MLA brings is precisely the high-level quality experts and practitioners and the worldwide vision of experiences and practices that other companies offering training services on maritime issues in the market simply cannot compete with.

Coherence

Advisory and training activities in the field are not planned with constituents within a structured and coherent program designed strategically within an agreed action plan and specific timeframes. These activities tend to be isolated events without a holistic approach to ratification and implementation in the country.

The different learning tracks of the Maritime Labour Academy create a coherent and complementary program for the different constituents and stakeholders who apply the Convention. The MLA offers specific training to all social partners. Courses meet the different needs of all stakeholders (government officials, maritime labour inspectors, ship-owners, workers and legal officials) involved in the implementation of the MLC, 2006.

Effectiveness

To support the ratification and implementation of the MLC, 2006, the Office has supported legal gap analyses in 30 countries and participated in the preparation of draft legislation for some 20 countries. Great part of the support provided by the Office consists of assisting countries ensure that their national legislation meets the requirements of the Convention.

There are no indicators available regarding the progress made by Governments in the adoption or modification of their current legislation, nor the progress made in the process of implementation through other measures. Progress regarding the implementation of the relevant laws will only be seen and measured over time. This year will be the first year that countries submit reports to the Committee of Experts on the Application of Conventions and Recommendations. Out of the 54 ratifying states, 31 of them are to submit their first report in 2014. Based on the reports, the CEACR will assess the level of application of each country, the conformity of their legislation with the provisions of the Convention and its practical implementation.

Efficiency

The Office does not have the resources -human or financial- to be able to attend all possible requests for support and assistance from constituents in a timely manner. In order to be able to scale effectiveness and impact, it was essential that the Office develop relevant materials to help member states bring their legislation in conformity with the MLC, 2006 and provide them with resources to understand all practical implications of the instrument. A number of guidelines, materials, handbooks, presentations and other documents have been created and are disseminated in different languages and through different channels.

The Office has designed the MLC, 2006 Website and has become one of the main and most efficient communication channels used to promote ratification and support countries with its implementation. Since August 2013 -when the MLC, 2006 entered into force- to date the page has been visited by over 91,500 people from most of the

ILO member states. The website provides users with a set of useful information ranging from the text and preparatory work of the MLC, 2006, tools to help constituents implement the MLC, 2006, information regarding the Special Tripartite Committee, to information on the training and capacity building available from the Maritime Labour Academy.

Impact

The greatest achievement of the work done has been the rapid and widespread ratification of the MLC, 2006 that allowed the Convention to enter into force in August 2012. The MLC, 2006 needed 30 state members to ratify it with a total share in the world gross tonnage of ships of at least 33 per cent in order to come into force. After only 7 years since its adoption, 54 countries covering over 80% of the gross tonnage worldwide have ratified the MLC, 2006.

Although there are regions with a significantly low number of ratification, countries with major maritime interests have ratified the instrument. With the MLC, 2006 in force, it is also expected that many countries will ratify the Convention to ensure they are all in the same level playing field.

It is impossible to verify the direct influence that the ILO support has had on each country's ratification, as there are many different elements and circumstances that need to take place in order for ratification to take place. It seems clear though that the efforts made by the ILO to support countries to build capacities of constituents and raise awareness on the MLC, 2006 are having fruitful results.

A. Lessons learned

Relevance

- All States are different, have different maritime interests and needs and require different efforts. Advisory and support activities carried out by the Office must to be adapted to the specific needs of each country.
- ILO meetings and training courses provide national participants with a safe space to settle differences.
- Language barriers have a great impact on participation to capacity building and training initiatives.
- Tools and materials need to be in constant development in order to be responsive to the needs of constituents.

Effectiveness

- The approach taken of providing support to member States at all stages of the process, including *before* ratification has proven to be very effective both to obtain ratification but also in the application of the instrument.

- By increasing the legal capacities of local legal practitioners the revision and adaptation of maritime legislation can become a local process.
- Active learning methodologies used in the programs (and avoiding pure lectures) encourage engaging and in-depth learning.
- Course activities that encourage sharing of national practices and experiences promote a bi-directional dialogue that ensures greater retention and learning.
- Bringing together so many participants with numerous years of expertise on maritime issues, allows for sharing and acquiring professional judgement.
- Reviewing participant's profiles and selecting participants to trainings, ensures that their work roles and responsibilities are directly related with the training curricula and are in positions to use the knowledge and skills acquired.
- Training needs assessments are a useful tool to adapt training and capacity building content to the needs of participants.
- Trainings conducted in the field have proven to be a good way of bringing the knowledge and expertise to different regions to train larger groups of legal experts who otherwise would not have been able to build their skills on the MLC, 2006.

Efficiency

- Global support materials are an efficient way to scale efforts and motivate wider impact.
- Using different communication channels to disseminate materials is an efficient resource to bring relevant information to constituents on ratification and implementation.
- The training of trainers approach has a greater impact than the standard training to build technical capacities and proves to be an efficient option to increase capacities and skills.

Impact

- Training impact assessments allow the evaluation of the application of the knowledge gained by participants in their jobs, actions they have taken, and constraints faced to apply knowledge acquired.

Sustainability

- Legal gap analyses have followed a development process that builds local capacity, promotes national ownership and responsibility and encourages social dialogue

B. Recommendations

RECOMMENDATION 1: Verify the progress that ratifying States and countries that have received ILO support in this period are making regarding implementation of the MLC, 2006.

PRIORITY: HIGH

Suggested implementation:

- Review governments' first reports and CEACR comments on the application of the MLC, 2006 to assess the progress made.
- Continue to monitor progress in countries that have received ILO support in this period and have expressed their interest in ratifying the MLC, 2006.

RECOMMENDATION 2: Design, regularly collect and consolidate indicators to measure progress made by Governments in applying the Convention.

PRIORITY: HIGH

Suggested implementation:

- Design tools to monitor different milestones regarding progress made by countries who have received ILO support. It would be useful to identify and measure how Governments have progressed in achieving targets of their action plans, to adjust their legal framework and practice, and how they have advanced in the application of the Convention. Tools like comparative tables, spread sheets, graphs and maps facilitate the task of tracking progress and comparing data. The MLC, 2006 Action Plan (2006-2011) already included a set of indicators that could be used and extended.
- Continue to monitor and examine the analytical data from the MLC, 2006 website and database to determine how the dissemination of global tools are supporting the implementation of the MLC, 2006.

RECOMMENDATION 3: Provide further support to Spanish speaking and French speaking countries to increase the number of ratifications in all regions equally and to support countries in their implementation efforts.

PRIORITY: HIGH

Suggested implementation:

- Identify the root causes and inherent needs of regions with less ratifications or none at all.
- MLA Training activities and capacity building could also be conducted in Spanish and French, not only in English, to ensure that the trainings available are accessible to a broader group of constituents and stakeholders from all regions equally and to ensure that the MLC provisions are uniformly applied worldwide.

RECOMMENDATION 4: Provide support to countries to meet reporting obligations.

PRIORITY: MEDIUM

Suggested implementation:

- Consider designing and developing a training course to build capacities of governmental officials to meet reporting obligations under the MLC, 2006.

RECOMMENDATION 5: Design coherent and structured programs with national constituents to conduct advisory and training activities in the field within an agreed framework, action plan and specific timeframes.

PRIORITY: MEDIUM

Suggested implementation:

- Ensure that training materials, content and methodologies are similar, coherent and consistent between Turin and training conducted by ILO HQ staff.
- Consider the possibility of having regional specialists on maritime issues or focus people in the regions to ensure that constituents follow their roadmap of implementation and encourage and support them in delivering results or consider the possibility of creating a taskforce at HQ whose responsibilities only include providing constituents with support to comply with or implement the MLC, 2006.

- Continue to build the capacity and skills on MLC, 2006 of field and HQ staff exposing them to situations where they are also able to interact with constituents.
- The training courses could incorporate a follow-up help desk to assist participants with questions or requests on the learning acquired during the trainings.

RECOMMENDATION 6: Integrate training measurements at different levels (satisfaction, learning, job transfer and impact) in all training activities (MLA and ILO) to evaluate training outcomes.

PRIORITY: LOW

Suggested implementation:

- Review the impact assessment for the 2013 Track 1 training and analyse results in comparison with previous years.
- Previous needs assessment could be incorporated into all training tracks and trainings in the field to ensure that the trainings are relevant to participants.
- Learning assessments could be incorporated into all training tracks to ensure that participants are acquiring the knowledge intended.
- Impact assessments could be incorporated into all training tracks to ensure that organisational and functional capacities or skills are increasing.
- Data (quantitative and qualitative) could be collected systematically after each training and consolidated creating annual reports. This would help the Office monitor activities, measure progress and impact as well as plan future activities based on tendencies.

RECOMMENDATION 7: Consider further alternatives to increase access to training courses and capacity building to more constituents in all regions at viable cost.

PRIORITY: LOW

Suggested implementation:

- Organise regional training courses in the field.

- If the training of trainers approach could be built up into other training tracks it could also be scaled to have a greater multiplier effect. Based on the positive experience and impact of Training Track 1 of the MLA, the TOT approach could be replicated to the training experiences of other rights and principles covered in other ILO instruments conducted by the ITC.
- Trainings could be recorded (and edited) to allow further dissemination of the theoretical part of the program amongst constituents (and also other ILO officials that could gain from more in-depth knowledge of the subject).
- Consider alternatives to reduce the physical 2-week presence of Track 1.
- Creating a network of maritime professionals that have participated in the trainings and promoting active participation in online forums or other communication channels or social media could be an efficient way to share experiences and explore solutions to challenges faced in practical implementation.
- Track 3 could be open to non-ITF affiliates to allow unions that are no part of the ITF and even other stakeholders to build their competencies on the subject.
- Future priorities could be focused on building capacity rather than in awareness rising activities.

RECOMMENDATION 8: Ensure an efficient project management administration so administrative matters do not interfere with an effective delivery of initiatives and activities.

PRIORITY: MEDIUM

Suggested implementation:

- Clearly define roles and responsibilities within all staff involved in the design, implementation and reporting of the activities.
- Consider installing a financial management system that allows for tracking of the use of funds in a transparent and user-friendly manner.
- Increase efforts in ensuring accurate reporting on activities and resources. Create adequate systems to systematically record, report and centralise information on implemented activities to ensure accurate documentation and traceability. Design tools that will facilitate the tracing and tracking of activities. Clearer project documentation including possible spread sheets of activities, progress made, follow-up required would facilitate the task. If training is required in project management consider providing to official responsible.
- Consider the possibility of having a focal point for technical cooperation to ensure transparency in the administration.
- Promote more fluent and regular communication between staff involved in the design, implementation and reporting of the activities.

- Regular debriefing sessions with HQ legal officers could be organised to ensure that training outcomes are a learning experience for all staff and institutional knowledge is shared.

RECOMMENDATION 9: Consider the financial feasibility and sustainability of the MLA courses.

PRIORITY: LOW

Suggested implementation:

- Further trainings sessions could also be conducted in the field to be able to attract a broader group of participants from different countries in regions that do not have resources to attend courses in Turin. This would also favour sustainability.
- Additional resource people could be trained to become maritime trainer experts to conduct the MLA activities at the same high quality standard as are currently conducted to explore greater dissemination and ensure sustainability of the program.
- HQ legal officers could be further trained on the MLC, 2006 to strengthen their knowledge and be able to conduct their training sessions more effectively.
- Consider the possibility of creating a “master trainers program” to provide additional skills/knowledge to experts so they are in a position to train in the ToT Track 1 in different languages and regions. Exploring partnerships could also be another one option to move forward.
- Fellowships/funding should continue to be available to support the needs of developing countries to build functional and organisational capacities and promote effective implementation.
- Finding additional financial resources to ensure that the MLA tuition fees are reasonable, affordable and in market prices is essential for sustainability. Entering into partnerships with other organisations providing these trainings could be explored.

RECOMMENDATION 10: Continue with the project activities from the Yaoundé Office as an opportunity for the CAR experience of ratification to continue to be discussed and looked at by neighbouring countries.

PRIORITY: MEDIUM

Suggested implementation:

- Follow the dialogue between the CEACR and the Government to confirm progress made in applying the principles and rights in the Convention.
- A sub-regional program on indigenous peoples could be created to capitalise the CAR ratification, and to ensure that national events do not overshadow the relevance of the convention of the sub-region. The unity and interaction of the indigenous peoples in the region could be enhanced with a regional approach.
- A clearer definition of roles and responsibilities of different ILO implicated offices could ensure that decisions are taken efficiently and the distribution of responsibilities does not create duplicities and does not negatively impact the continued work of the project.

ANNEX 1 QUESTIONS INCLUDED IN INTERVIEWS

General questions

- What was your role in this component of the SIDA Partnership?
- What would you say are the main achievements?
- What activities/approaches you think worked best? Why?
- What have been the main challenges encountered?
- How could these challenges have been better addressed?
- What do you think should be the next steps to promote further ratifications and ensure better implementation of the MLC, 2006?
- How do you think the promotion and implementation of the MLC, 2006 taken into account gender issues?
- How did the initiative work with the DWCPs?

Objective 1: Increased ratification and effective implementation of the MLC, 2006

- What countries received support from the ILO to ratify or implement the MLC, 2006? Where there any priority countries that special focus was placed?
- How were the priority countries chosen? Was there any needs assessment or capacity assessment done before providing them with support?
- What form did the support take? (Technical advice, legal gap analysis, workshops, meetings Others?)
- What were the expectation outcomes of the support provided?
- Were the expectations met?
- What expectations were not met?
- What countries have made special progress? What form does the progress take? (changes in the regulatory frameworks, new policies etc)
- What countries have improved significantly its practice with the ILO support?
- Are there best practices that you would like to highlight?
- Was the Office able to provide what the constituents needed?
- Have there been requests from countries to provide support in ratification or implementation that have not been able to be met?
- What countries are expected to ratify in 2014-2016 that have received support from the Office in this period?
- What are the main challenges/needs of other countries who would wish to ratify?
- Have plans been put in place to address those obstacles?
- Are Governments reporting that maritime labour inspectors have perceived improved working and living conditions of seafarers?
- Do you think that the strategy that the Office is taking in supporting ratification and implantation of the MLC, 2006 could be replicated to achieve further ratifications and better implementation of other ILS?
- Do you think these approaches can contribute to ensuring better reporting to the supervisory system? How?

Objective 2: Strengthened capacity for enforcement and compliance

- Different tools have been created to support countries in the implementation of the MLC, 2006, specifically:
 - o Model legislation
 - o Maritime Occupational Safety and Health risk assessment tool

- MLC, 2006 database
- FAQ

Could you comment a bit on how these tools are helping countries in the implementation of the MLC, 2006?

- How were the training materials designed and developed?
- How were the national implementation needs and challenges taken into consideration in the design and development of the training materials?
- How were individuals to the training activities identified and selected?
- Were participants in positions to use the knowledge and skills they acquired?
- Was there a needs assessment performed before they participated in the trainings?
- How have participants benefited from the trainings? (Trainers, maritime labour inspectors, government officials, etc)
- Were there learning assessments/evaluations performed after the trainings?
- Has there been a behavioural change as a result of having attended the training program?
- Do you consider that the technical capacities of individuals have increased in order to better comply with the MLC, 2006 obligations?
 - How so?
- Do you consider that the functional capacities of the organisations have increased in order to better comply with the MLC, 2006 obligations?
 - How so?
- What could/should have been done differently?
- What next steps/activities do you think the MLA could initiate/continue to ensure better implementation of the MLC, 2006?
- How was the collaboration between the ILO and Turin?

Objective 3: Increased awareness and capacity to assess risks and comply with health, safety and accident prevention provisions of the MLC, 2006

- Who was involved in the development of the Maritime Occupational Safety and Health risk assessment tool?
- How are the tools being disseminated?
- An expert meeting to take place in September 2014 to discuss the meeting. Who could talk to me a bit about the expert meeting?

Objective 4: Better application of the principles contained in Convention No. 169 on Indigenous and Tribal Peoples in the Central Africa Republic, in conformity with the comments of the supervisory bodies of the ILO.

- What activities have been carried out within the framework to support the Central African Republic implement C.169?
- How favourable is the overall political situation in the country to implement C.169?
- What were the expected outcomes of the support provided?
- Were the expectations met? Did the constituents do what was expected of them with the ILO support?
- How have different stakeholders been involved in this progress? (Indigenous communities? Civil society? Employers organisations? Workers organisations?)
- The Guide on consultation, could you provide some information regarding how it was developed and what parties were involved?
- Have other tools or materials been created or disseminated to further support in the implementation of C.169?

- How has the ILO support been coordinated with other work being conducted by the country by other International Agencies?
- Are there prospects of further ratifications of C.169 in the area?
- What do you think could to be done to continue to support the Central African Republic to better implement C.169?

ANNEX 2 INDIVIDUALS INTERVIEWED

The individuals that provided information for the evaluation include:

- ILO HQ officials responsible for the design, implementation and reporting of the activities,
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 - o Cleopatra Doumbia-Henry, Director of the Standards Department
 - o George Politakis, Former Coordinator of the Standards Department
 - o Alessandro Chiarabini
 - o Natan Elkin
 - o Shingo Miyake, Legal Officer at HQ
 - o Desire, Leclerk, Legal Officer at HQ
- ILO HQ officials responsible backstopping the initiative,
 - o Albert Barume, Senior Specialist on Indigenous and Tribal People's Issues
- ILO experts on the relevant Conventions and responsible for providing technical advice on the implementation of the Convention,
 - o Moira L. McConnel, Special Senior Advisor on the MLC, 2006
 - o Domick Delvin, Special Senior Advisor on the MLC, 2006
- ILO field staff responsible for the design, implementation and reporting of the activities,
 - o Cecile Balima, ILO Standards specialist in Dakar.
 - o Benoit Guiguet, ILO Standards specialist in Yaunde.
- ITC-ILO staff responsible for the design, implementation and reporting of the training activities,
 - o Thierry Marchandise, Senior Programme Officer responsible for the MLC, 2006 Cluster
- ILO staff in the Communications Department with Access to MLC, 2006 website analytics
 - o Dalibor Rodinis

**COUNTRY MAP ON SUPPORT RECEIVED TO RATIFY OR IMPLEMENT THE MLC (2006) IN THE SIDA---ILO PARTNERSHIP PHASE II
(INFORMATION IS NOT COMPLETE. ONLY INCLUDES INFORMATION OBTAINED FROM REPORTS AND INTERVIEWS)**

MEMBER STATES HAVING RATIFIED THE MLC (2006)

REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Americas	Antigua & Barbuda	2011	IF	1st report 2014	Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 (fellowship)	
Asia	Australia	2011	IF	1st report 2014		_MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Americas	Bahamas	2008	IF	1st report 2014			
Americas	Barbados	2013	NIF	1st report 2015	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation		
Europe	Belgium	2013	NIF	1st report 2015		_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012	
Africa	Benin	2011	IF	1st report 2014	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_MLA Track 2: Atelier sous-régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous-régional sur la transposition en droit national de la MLC Dec 2013 (fellowship)	_Legal Gap Analysis _Tripartite workshop to validate analysis
Europe	Bosnia & Herzegovina	2010	IF	1st report 2014			
Europe	Bulgaria	2010	IF	1st report 2014			
Americas	Canada	2010	IF	1st report 2014		_Keynote speech on MLC, 2006 Conference on HR Solutions & the MLC NSF	
Europe	Croatia	2010	IF	1st report 2014			
Europe	Cyprus	2012	IF	1st report 2014		_MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012	
Europe	Denmark	2011	IF	1st report 2014		_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Asia	Fiji	2013	NIF		Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship) _MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship)	Meeting with safety maritime authority of Fiji

**COUNTRY MAP ON SUPPORT RECEIVED TO RATIFY OR IMPLEMENT THE MLC (2006) IN THE SIDA---ILO PARTNERSHIP PHASE II
(INFORMATION IS NOT COMPLETE. ONLY INCLUDES INFORMATION OBTAINED FROM REPORTS AND INTERVIEWS)**

REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Europe	Finland	2013	IF	1st report 2015		_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 2: Workshop on national legal implementation of MLC June 2013	
Europe	France	2013	IF	1st report 2015		_MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Africa	Gabon	2011	NIF				
Europe	Germany	2013	NIF	1st report 2015		_ILO Maritime Labour Academy---Track 3---: National Workshop for German ship's operators & officers on the ILO MLC, 2006 NSF _ILO Maritime Labour Academy---Track 3---: National Workshop for German ship's operators & officers on the ILO MLC, 2006 NSF _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012	_MLA Workshop for german shipowners association (VDR) in Hamburg
Africa	Ghana	2013	NIF	1st report 2015			
Europe	Greece	2013	IF	1st report 2015		_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Europe	Hungary	2013	NIF	1st report 2015			
Europe	Italy	2013	NIF	1st report 2015		_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	Contribution to a national– tripartite meeting on progress towards the ratification & implementation of the MLC
Asia	Japan	2013	NIF	1st report 2015			
Asia	Kiribati	2011	IF	1st report 2014	Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 (fellowship)	
Asia	Korea, Republic of	2014	NIF	1st report 2016		_MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Europe	Latvia	2011	IF	1st report 2014			
Arab	Lebanon	2013	NIF		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012	
Africa	Liberia	2006	IF	1st report 2014	Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 (fellowship)	
Europe	Lithuania	2013	NIF	1st report 2015			

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REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Europe	Luxembourg	2011	IF	1st report 2014		_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Asia	Malaysia	2013	NIF	1st report 2015	Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	_2011 National Tripartite Seminar on the MLC _2011 Legislative Implementation Workshop
Europe	Malta	2013	IF	1st report 2015		_MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Asia	Marshall Isl&s	2007	IF	1st report 2014			
Africa	Morocco	2012	IF	1st report 2014		_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012	
Europe	Netherlands	2011	IF	1st report 2014		_MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012	
Americas	Nicaragua	2013	NIF	1st report 2015			
Africa	Nigeria	2013	NIF	1st report 2015		_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Europe	Norway	2009	IF	1st report 2014		_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Asia	Palau	2012	IF	1st report 2014	Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	

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REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Americas	Panama	2009	IF	1st report 2014		_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 _MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Asia	Philippines	2012	IF	1st report 2014	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship)	_2011 Training of Inspectors under the Maritime Labour Convention
Europe	Pol&	2012	IF	1st report 2014		_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Europe	Russian Federation	2012	IF	1st report 2014		_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012	
Americas	Saint Kitts & Nevis	2012	IF	1st report 2014	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_National/regional inspector training & informational workshop _MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 (fellowship)	_Technical support for drafting of MLC, 2006---related legislation
Americas	Saint Vincent & the Grenadines	2012	IF	1st report 2014	Seminar, Workshop, Technical Advice	_ILO Maritime Labour Academy---Track 1---: training of trainers & maritime inspectors fellowship _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Asia	Samoa	2013	NIF	1st report 2015			
Europe	Serbia	2013	NIF	1st report 2015			
Africa	Seychelles	2014	NIF	1st report 2016	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship)	_ Legal gap analysis _2012 National tripartite workshop to validate the legal gap analysis
Asia	Singapore	2011	IF	1st report 2014	Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012	Tripartite workshop on the implementation of the MLC

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REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Africa	South Africa	2013	NIF	1st report 2015	Seminar, Workshop, Technical Advice		_ Legal gap analysis _ 2014 National tripartite workshop to provide practical training and information concerning the contents and reporting requirements of the MLC
Europe	Spain	2010	IF	1st report 2014		_ MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _ MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Europe	Sweden	2012	IF	1st report 2014		_ Training sessions on ILO supervisory system NSF _ MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _ MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _ MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Europe	Switzerland	2011	IF	1st report 2014		_ MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012	
Africa	Togo	2012	IF	1st report 2014	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_ MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 (fellowship) _ MLA Track 2: Atelier sous-régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _ MLA Track 2: Atelier sous-régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _ MLA Track 2: Atelier sous-régional sur la transposition en droit national de la MLC Dec 2013 (fellowship)	_ Legal Gap Analysis
Asia	Tuvalu	2012	IF	1st report 2014	Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_ MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 (fellowship)	
Europe	United Kingdom	2013	NIF	1st report 2015		_ MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _ MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _ MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Asia	Viet Nam	2013	NIF	1st report 2015	Seminar, Workshop, Technical Advice	_ MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 (fellowship) _ MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship)	

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REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
MEMBER STATES NOT HAVING RATIFIED THE MLC (2006) WHO HAVE RECEIVED SUPPORT FROM ILO 2011---2013							
REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in Trainings	SUPPORT
Africa	Algeria	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship)	
Europe	Azerbaijan					_MLA Track 2: Workshop on national legal implementation of MLC June 2013	
Asia	Bangladesh	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship)	
Africa	Cameroon	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship)	_Legal Gap Analysis
Americas	Chile	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice Training & implementation advice to ratify	_ILO Maritime Labour Academy --- Track 2: Workshop on national legal implementation of the ILO MLC fellowship _MLA Track 2: Workshop on national legal implementation of MLC June 2013	_Legal Gap Analysis
Asia	China	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice Training & implementation advice to ratify	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship)	
Africa	Côte d'Ivoire	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice Legal information & advice to draft legislation	_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 (fellowship) _MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship)	

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REGION	COUNTRY	RAT YEAR	IN FORCE	ART 22 OBL.	SUPPORT RECEIVED IN II PHASE		
					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Americas	Dominica	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of the ILO MLC (2012) (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 (fellowship)	
Africa	Egypt	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 (fellowship)	Conference national activity to discuss the MLC gap analysis
Europe	Estonia	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Africa	Guinea Bissau	NOT RAT	NOT RAT				_Legal Gap Analysis
Americas	Honduras	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 (fellowship)	_Legal Gap Analysis
Asia	Hong Kong (CHINA)	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 (fellowship)	
Asia	Indonesia	NOT RAT	NOT RAT		Training & implementation advice to ratify	_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Asia	Iran, Islamic Republic of	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of the ILO MLC June 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013 (fellowship) _MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship)	_2011 National tripartite seminar on MLC NSF
Europe	Ireland	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	

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					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Europe	Israel	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012	
Africa	Ivory Coast	NOT RAT	NOT RAT				_Legal Gap Analysis
Americas	Jamaica	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice		_Raised awareness on the MLC, 2006 & facilitation of an environment conducive to responsible in---depth dialogue favorable to commitment towards the ratification process
Arab	Jordan	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012	
Arab	Kuwait	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice		_Training of maritime inspectors NSF
Americas	Mexico					_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Europe	Monaco	NOT RAT	NOT RAT			_MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Africa	Namibia	NOT RAT	NOT RAT			_MLA Track 2: Workshop on national legal implementation of MLC June 2013	_Legal Gap Analysis
Arab	Oman	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice		_2012 Training of port State control inspectors NSF
Arab	Qatar	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_Training of maritime inspectors NSF	
Americas	Saint Lucia	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of MLC June 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013 (fellowship)	
Arab	Saudi Arabia	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_Training of maritime inspectors NSF	
Africa	Senegal	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 (fellowship) _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013 _MLA Track 2: Atelier sous---régional sur la transposition en droit national de la MLC Dec 2013	

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					General information	Individuals participating in MLA trainings	Received support from ILO HQ or regional offices
Africa	Sierra Leone	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 2: Workshop on national legal implementation of MLC June 2013 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Europe	Slovenia	NOT RAT	NOT RAT		Training & implementation advice to ratify		
Africa	Tanzania	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2013	
Americas	Trinidad & Tobago	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice		_National tripartite promotional/awareness workshop
Africa	Tunisia	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 (fellowship) _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012	
Asia	Turkey	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012	_Contribution to a tripartite seminar
Europe	Ukraine	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice		_Tripartite seminar to promote ratification
Arab	United Arab Emirates	NOT RAT	NOT RAT		Seminar, Workshop, Technical Advice	_MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC Sept 2013	
Americas	United States of America	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC June 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 3: Workshop for ships' operators & officers on the ILO MLC, Oct 2012 _MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	
Africa	Zimbabwe	NOT RAT	NOT RAT			_MLA Track 1: TOT & maritime inspectors in the application of the MLC March 2013	