



Governing Body

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Institutional Section

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Composition, agenda and programme of standing bodies and meetings

► Part I. Follow-up to the second meeting of the Joint ILO-IMO Tripartite Working Group to identify and address seafarers' issues and the human element (London, 27-29 February 2024)

1. In accordance with earlier decisions by the Governing Body, the second meeting of the Joint ILO-IMO Tripartite Working Group (JTWG) to identify and address seafarers' issues and the human element was held at the headquarters of the International Maritime Organization (IMO) from 27 to 29 February 2024.
2. The purpose of the meeting was to give effect to the request formulated in the [resolution on harassment and bullying, including sexual assault and sexual harassment, in the maritime sector](#), adopted by the fourth meeting of the Special Tripartite Committee established under Article XIII of the Maritime Labour Convention, 2006, as amended (STCMLC) – Part II (5 to 13 May 2022), with the objective of ensuring a safe and inclusive workplace for seafarers.
3. The record¹ of the meeting summarizes the discussions at the meeting and contains the recommendations for future action by the ILO and IMO, as adopted by the meeting. One of

¹ ILO and IMO, [Record of the second meeting](#), Second Meeting of the Joint ILO-IMO Tripartite Working Group to identify and address seafarers' issues and the human element, TWGSHE/2024/6, 2024.

the recommendations was for members of the ILO STCMLC to consider submitting by **10 September 2024** proposals to amend the Maritime Labour Convention, 2006, as amended (MLC, 2006), at its upcoming fifth meeting of the STCMLC to be held from 7 to 11 April 2025. For the effective follow-up of the recommendations, the Governing Body:

- (a) requests the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the second meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element.
- (b) requests the Director-General to invite the members of the ILO STCMLC, at its fifth meeting, to be held from 7 to 11 April 2025, to consider submitting proposals to amend the MLC, 2006,² taking into account the provisions in the Violence and Harassment Convention, 2019 (No. 190), in particular to ensure that Member States:
 - (i) define and prohibit shipboard violence and harassment, including sexual harassment, bullying and sexual assault;
 - (ii) adopt relevant policies, measures and programmes to prevent and address these issues, specifying the different and complementary responsibilities of flag States, port States, labour-supplying States, shipowners, seafarers and other relevant stakeholders, as appropriate;
 - (iii) require shipowners to adopt relevant policies and measures to prevent and address violence and harassment, including sexual harassment, bullying and sexual assault;
 - (iv) adapt existing onboard and onshore complaints mechanisms to provide easy access to effective remedies in cases of violence and harassment, including the protection against victimization or retaliation and of the privacy and confidentiality of those involved; and
 - (v) enhance cooperation among flag States, port States and labour-supplying States on these issues.
- (c) requests the Director-General to:
 - (i) coordinate, together with the IMO secretariat, the launching of an international campaign to raise awareness on addressing violence and harassment in the maritime sector, including sexual harassment, bullying and sexual assault, with the support of ILO and IMO Member States, seafarers, shipowners, and governmental and non-governmental organizations;
 - (ii) encourage Governments to launch national campaigns, in collaboration with social partners and other national organizations; and
 - (iii) invites all stakeholders to consider supporting by means of funding and/or other resources the ILO secretariat in relation to the arrangements for the campaign.

² The deadline to propose amendments to the Code of the MLC, 2006, is 10 September 2024. The [fifth meeting of the STCMLC](#) will take place at the ILO headquarters, Geneva, from 7 to 11 April 2025.

► Part II. Composition and agenda of standing bodies and meetings

Appointment of two new members of the Committee of Experts on the Application of Conventions and Recommendations and reappointment of five current members

New appointments

4. The Committee of Experts is composed of 20 members, in accordance with the decision adopted by the Governing Body in 1979. The members of the Committee of Experts are outstanding legal experts at the national and international levels, who are appointed by the Governing Body on the recommendation of its Officers. upon the proposal of the Director-General. Appointments are made in a personal capacity from among completely impartial persons of competence and independent standing drawn from all regions of the world, in order to enable the Committee to have at its disposal first-hand experience of different legal, economic and social systems.
5. The appointments are made for renewable periods of three years. In 2002, with a view to the renewal of its membership, the Committee decided that there would be a limit of 15 years' service for all members, representing a maximum of four renewals after the first three-year appointment.
6. The composition currently stands at 18, leaving two vacancies on the Committee arising from the end of the mandate in 2023 of Professor Pougoué (Cameroon) and Professor Filali (Morocco), after having served 15 years each. With regard to gender balance, of the current 18 members of the Committee of Experts, 10 are women.
7. Following the adjustments to the procedure for the appointment of members of the Committee of Experts adopted by the Governing Body at its 343rd Session (November 2021), the two vacancies were given wide publicity through a call for expression of interest on the ILO's global and regional public website posted on 12 December 2023 and were further publicized in the ILO global weekly newsletter as well as on ILO LinkedIn. Further outreach to relevant judiciary institutions and academic networks was undertaken by the Office, at both headquarters and field office-levels in January 2024.
8. Forty-five expressions of interest were received in total: 31 in respect of the Northern and Western Africa vacancy, and 14 in respect of the Central Africa vacancy. After a first screening of the candidates, 21 candidates were retained as meeting the conditions set out in the call for expression of interest: 15 in respect of the Northern and Western Africa vacancy, and 6 in respect of the Central Africa vacancy.
9. These candidates were thereafter invited to provide a written submission and to participate in a one-hour interview. The same set of questions were asked of all candidates both for the written submission and for the interview.

10. It is useful to recall that the candidates should meet the following criteria which were further clarified by the Officers of the Governing Body during their 2023 dedicated sitting and noted by the Governing Body at its 349th Session: ³
- (a) high academic and legal/judicial standing;
 - (b) awareness and knowledge of the ILO;
 - (c) independence and impartiality;
 - (d) be free from undue influence which may result from current or recent functions with constituent groups;
 - (e) well-established expertise in labour law, human rights, and/or international law;
 - (f) sensitivity and openness to ILO constituents;
 - (g) excellent drafting and analytical skills;
 - (h) capability to contribute within different legal, economic and cultural contexts;
 - (i) personal qualities to operate effectively and in a collegial manner within the Committee of Experts and ability to work with word processing and electronic platforms;
 - (j) proficiency in at least one of the ILO official languages;
 - (k) gender and geographical balance.
11. Bearing in mind the importance of ensuring gender balance, the Officers recommend to the Governing Body that it appoint the following two new members of the Committee of Experts:

- **Professor J.M. TCHAKOUA (Cameroon)**

Professor J.-M. Tchakoua received his Doctorate in Law from the University of Yaoundé. He is Professor at the Faculty of Legal and Political Sciences, University of Yaoundé since 1998 where he teaches private law, including labour and social security law. He is Chair and a founding member of the national association of labour and social security law as well as a founding member of the Association of Law in Africa and a member of the Central Africa Human Rights Association (APDHAC). He has published specialized books and authored numerous studies and papers in legal journals.

- **Professor M.K. YOUSSEFI (Morocco)**

Professor Youssefi received his Doctorate in Private Law from the University Panthéon-Assas of Paris. He holds diplomas in private law (University of Fes) and in comparative law (University of Bordeaux – Centre of Comparative Labour and Social Security Law – COMPRASEC). He is Professor at the Faculty of Legal, Economic and Social Sciences, University of Meknes since 1996 where he teaches labour law. He has major publications on national labour law and case law and authored numerous studies and papers in legal journals.

Reappointments

12. The term of office of five current members, whose expertise and contribution are highly valued by the Committee, is about to expire. The considerable increase in the number of ratifications of Conventions has led to a corresponding rise in the number of annual reports submitted by

³ GB.349/INS/20, para 12.

Member States and the reappointment of these members would therefore appear to be essential for the work of the forthcoming session of the Committee (November–December 2024). To that effect, the Office has prepared a brief rationale for each proposed reappointment indicating the career highlights and the value of the contribution by the expert concerned to the work of the Committee, which are reproduced in Appendix I.

- 13.** The Officers of the Governing Body recommend that the Governing Body reappoint, for a period of three years, the following members of the Committee of Experts on the Application of Conventions and Recommendations.

- Mr Shinichi AGO (Japan)
- Ms Lia ATHANASSIOU (Greece)
- Ms Kamala SANKARAN (India)
- Ms Deborah THOMAS-FELIX (Trinidad and Tobago)
- Mr Bernd WAAS (Germany)

Third meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element (Geneva, 26–28 November 2024)

- 14.** At its 343rd Session (November 2021), the Governing Body approved the establishment of a Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element, composed of eight Governments to be nominated by IMO, eight Shipowners’ representatives and eight Seafarers’ representatives.
- 15.** In accordance with its terms of reference, the Joint Tripartite Working Group (JTWG) should hold in-depth technical discussions and develop recommendations and/or draft provisions concerning, inter alia, proposals on the fair treatment of seafarers detained on suspicion of committing maritime crimes, by the end of 2024.⁴
- 16.** It is proposed that the third meeting of the JTWG be held on 26–28 November 2024. The purpose of the third meeting will be to discuss and adopt Guidelines on the fair treatment of seafarers detained on suspicion of committing crimes. The meeting will be composed of eight Governments to be nominated by the IMO according to established practice,⁵ eight Shipowners’ representatives and eight Seafarers’ representatives. All Governments⁶ and the official international organizations and international non-governmental organizations as listed in Appendix II will be invited to the meeting as observers.

⁴ GB.343/LILS/4.

⁵ In further consultations with the IMO, the Office has been informed that the IMO Council will nominate the eight Government representatives, who are also Member States of the ILO, in July 2024.

⁶ Except Belarus, in accordance with the [decision](#) adopted by the Governing Body in March 2023 concerning options for measures under article 33 of the ILO Constitution, as well as other measures, regarding Belarus; and the Russian Federation, in accordance with the [resolution](#) concerning the Russian Federation’s aggression against Ukraine from the perspective of the mandate of the ILO, adopted by the Governing Body in March 2022.

20th American Regional Meeting (Dominican Republic, December 2025)

17. According to the *Rules for Regional Meetings, 2021*, the Governing Body determines the date and venue of each Regional Meeting and establishes its agenda.
18. At the 112th Session of the International Labour Conference, the Government of the Dominican Republic confirmed its interest in hosting the 20th American Regional Meeting in December 2025, with the precise date, agenda and arrangements to be determined at the 352nd Session of the Governing Body (October–November 2024).

Proposed invitations to observers to other official meetings

19. At its 349th Session (October–November 2023) during the discussions held on the agenda of future sessions of the International Labour Conference,⁷ the Governing Body approved the arrangements for the Tripartite Technical Meeting on Access to Labour Justice for All to be held on 18–20 February 2025. The revised list of proposed observers is contained in Appendix II.
20. The Officers recommend that the Governing Body authorize the Director-General to endorse the revised proposals made in the table relating to the invitation of the intergovernmental and international non-governmental organizations as observers to the above-mentioned meetings.

► Part III. Programme of ILO official meetings for 2024 and advance information on meetings for 2025 (subject to further Governing Body decisions)

21. The Officers of the Governing Body approved the programme of meetings for the remainder of 2024 and 2025, subject to further Governing Body decisions.

Date	Title of meeting	Place
2024		
3–14 June	112th Session of the International Labour Conference	Geneva
15 June	351st Session of the Governing Body	Geneva
11–13 September ¹	Fifteenth Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART)	Geneva
16–20 September	Ninth meeting of the Standards Review Mechanism Tripartite Working Group	Geneva
23–27 September ²	Technical meeting on the promotion of decent work and a just transition in the building materials industry, including cement	Geneva
24–25 October	Board of the International Training Centre of the ILO	Turin

⁷ GB.349/INS/2.

Date	Title of meeting	Place
24–26 October	Committee on Freedom of Association	Geneva
28 October–7(8) November ³	352nd Session of the Governing Body	Geneva
25 November–7 December	Committee of Experts on the Application of Conventions and Recommendations	Geneva
26–28 November ⁴	Third meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element	To be confirmed
2025		
15–17 January ¹	Sectoral Advisory Bodies	Geneva
27–31 January ¹	Technical meeting on the promotion of decent work and a just transition, including skills and lifelong learning, in the food and beverages industry	Geneva
18–20 February ⁵	Tripartite Technical meeting on access to labour justice for all: Prevention and resolution of labour disputes	Geneva
6–8 March	Committee on Freedom of Association	Geneva
10–20(21) March ³	353rd Session of the Governing Body	Geneva
7–11 April ⁶	Fifth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (MLC, 2006)	Geneva
14–15 April ¹	Subcommittee on Wages of Seafarers of the Joint Maritime Commission	Geneva
5–9 May ¹	Meeting of experts to adopt a code of practice to advance decent work in recycling	Geneva
June 2025 tbc	Committee on Freedom of Association	
June 2025 (precise dates tbc)	113th Session of the International Labour Conference	Geneva
June 2025 tbc	354th Session of the Governing Body	
Third quarter	Technical meeting on the promotion of decent work in the railways sector	Geneva
Fourth quarter	Meeting of experts to adopt guidelines for fair labour market services for migrant fishers in the fishing sector (including data and statistics)	Geneva
30 October–1 November	Committee on Freedom of Association	
3–13(14) November ³	355th Session of the Governing Body	Geneva
Fourth quarter	Meeting of experts to adopt a code of practice on occupational safety and health in aquaculture	Geneva

Date	Title of meeting	Place
24 November–6 December	Committee of Experts on the Application of Conventions and Recommendations	Geneva
December 2025 (dates tbc)	20th American Regional Meeting	Dominican Republic

¹ Further to the decision adopted by the Governing Body at its 350th Session (GB.350/POL/3(Rev.1)/Decision). ² Further to the decision adopted by the Governing Body at its 349th Session (GB.349/POL/3). ³ The end date will be decided at a later stage. ⁴ Subject to the decision to be adopted by the Governing Body at its 351st Session (GB.351/INS/13(Rev.1)). ⁵ Further to the decision taken by the Governing Body at its 349th Session (GB.349/PV(Rev.1), para. 76(d)). ⁶ Further to the decision taken by the Governing Body at its 346th Session (GB.346/PV, para. 885(e)).

► Draft decision

- 22. The Governing Body adopted the proposed decisions relating to follow-up to the second meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element held in February 2024, as indicated in paragraph 3 of document GB.351/INS/13(Rev.1).**
- 23. Upon the recommendation of its Officers, the Governing Body:**
 - (a) appointed for a period of three years, two new members of the Committee of Experts on the Application of Conventions and Recommendations:**
 - (i) Professor J.M. Tchakoua (Cameroon);**
 - (ii) Professor M.K. Youssoufi (Morocco)**
 - (b) reappointed for a period of three years the following five members:**
 - (i) Mr Shinichi AGO (Japan);**
 - (ii) Ms Lia ATHANASSIOU (Greece);**
 - (iii) Ms Kamala SANKARAN (India);**
 - (iv) Ms Deborah THOMAS-FELIX (Trinidad and Tobago);**
 - (v) Mr Bernd WAAS (Germany);**
 - (c) approved the arrangements for the third meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element, including the date, purpose and composition;**
 - (d) approved the venue and date of the 20th American Regional Meeting, with further arrangements to be determined at its 352nd Session (October–November 2024).**
 - (e) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations to official meetings, as listed in Appendix II to document GB.351/INS/13(Rev.1);**
 - (f) took note of the programme of meetings contained in Part II of document GB.351/INS/13(Rev.1), subject to further decision-making of the Governing Body.**

► Appendix I

Career highlights of the five members of the Committee of Experts on the Application of Conventions and Recommendations considered for reappointment

Mr Shinichi AGO (Japan)

Professor Shinichi Ago has been a member of the Committee of Experts on the Application of Conventions and Recommendations since 2015, with special responsibility for the Abolition of Forced Labour Convention, 1957 (No. 105), the Minimum Age Convention, 1973 (No. 138), the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and on the measures taken by Member States to submit to the competent authorities the instruments adopted by the Conference (article 19, paragraphs 5, 6 and 7, of the ILO Constitution). Professor Ago was elected as Reporter of the Committee in 2022 and 2023. The quality of his work is highly appreciated by the Committee.

Professor Ago is Professor Emeritus of Kyushu University (former Law Dean and Vice-President) and former Director of the Kyoto Museum for World Peace, Ritsumeikan University. A former judge of the Asian Development Bank Administrative Tribunal, Professor Ago is an Attorney at Law, TNY Law Office. He is a member of the Asian Society of International Law, the Asian Society of Labour Law, the International Law Association and the International Society for Labour and Social Security Law.

Ms Lia ATHANASSIOU (Greece)

Ms Lia Athanassiou has been a member of the Committee of Experts on the Application of Conventions and Recommendations since 2015, where she has dealt in particular with the fishers and seafarers Conventions, including the MLC, 2006. Her expertise in commercial and maritime law is highly valued by the Committee.

Professor Athanassiou is a Full Professor of Maritime and Commercial Law at the National and Kapodistrian University of Athens (Faculty of Law). A Member of Legislative Committees on various commercial law issues, Professor Athanassiou is Director of the Postgraduate Programme on Maritime Law and President of the Legislative Committee having drafted the new Greek Code of Private Maritime Law in 2023. She is President of the Organizing Committee of the International Conference on Maritime Law held in Piraeus (Greece) every three years.

Professor Athanassiou has a PhD. from the University of Paris I-Sorbonne and is authorized by this university to supervise academic research and is a practising lawyer and arbitrator specializing in European, commercial and maritime law.

Ms Kamala SANKARAN (India)

Professor Kamala Sankaran has been a member of the Committee of Experts on the Application of Conventions and Recommendations since 2018 and has had special responsibility for examining the application of the Abolition of Forced Labour Convention, 1957 (No. 105), the Worst Forms of Child Labour Convention, 1999 (No. 182), the dockworkers Conventions, and the migrant workers, the employment policy and promotion, and the vocational guidance and training Conventions. She participated actively in the Working Group

on the 2023 General Survey on labour administration instruments. The quality of her work is highly appreciated by the Committee.

Professor Sankaran is a Professor at the National Law School of India University, Bengaluru. She previously served as Professor at the Faculty of Law, University of Delhi. She is Vice-Chancellor at the Tamil Nadu National Law University, Tiruchirappalli, and Dean, Legal Affairs, at the University of Delhi. Professor Sankaran is member of the Task Force to Review Labour Laws at the National Commission for Enterprises in the Unorganised and Informal Sector of the Government of India. She is member of the International Advisory Board at the International Journal of Comparative Labour Law and Industrial Relations and a visiting South Asian Research Fellow of the School of Interdisciplinary Area Studies at Oxford University, and Fulbright Post-Doctoral Research Scholar, Georgetown University Law Center, Washington, DC, and Fellow at the Stellenbosch Institute of Advanced Study in South Africa. Professor Sankaran is also member of the Editorial Team at the University of Oxford Human Rights Hub Journal and member of the Editorial Advisory Board of the Indian Journal of Labour Economics.

Ms Deborah THOMAS-FELIX (Trinidad and Tobago)

Judge Deborah Thomas-Felix has been a member of the Committee of Experts on the Application of Conventions and Recommendations since 2015 and has had special responsibility for examining the application of the Forced Labour Convention, 1930 (No. 29), the fishers and seafarers Conventions, including the MLC, 2006, and of the occupational safety and health Conventions. The quality of her work is highly appreciated by the Committee.

Judge Thomas-Felix is the President of the Industrial Court of Trinidad and Tobago and Judge of the International Monetary Fund Administrative Tribunal. She is the former President of the United Nations Appeals Tribunal and the former Second Vice-President of the United Nations Appeals Tribunal. She is a former Chairperson of the Trinidad and Tobago Securities and Exchange Commission and a former Chairperson of the Caribbean Group of Securities Regulators. Judge Thomas-Felix is the former Deputy Chief Magistrate of the Judiciary of Trinidad and Tobago and the former President of the Family Court of Saint Vincent and the Grenadines. She is a Hubert Humphrey Fulbright Fellow, a Georgetown University Leadership Seminar Fellow and a Commonwealth Institute of Judicial Education Fellow.

Mr Bernd WAAS (Germany)

Professor Mr Bernd Waas has been a member of the Committee of Experts on the Application of Conventions and Recommendations since 2015 and has had special responsibility for examining the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the wages and working time Conventions, the employment security Conventions, the employment policy and promotion Conventions and the vocational guidance and training Conventions. He participated actively in the Working Group on the 2022 General Survey concerning gender equality and non-discrimination, family responsibilities, and maternity protection and has been chairing the Working Group on Working Methods for several years. The quality of his work is highly appreciated by the Committee.

Professor Bernd Waas is a Professor of Labour Law and Civil Law at the University of Frankfurt. He is Coordinator and member of the European Labour Law Network and Coordinator of this network's study group on a Restatement of Labour Law in Europe. He is Coordinator of the European Centre of Expertise in the field of labour law, employment and labour market policies (ECE). Professor Waas is the President of the German Society for Labour

and Social Security Law and member of the Executive Committee of the International Society for Labour and Social Security Law (ISLSSL) and member of the Advisory Committee of the Labour Law Research Network (LLRN).

► Appendix II

Proposed invitations of observers to official meetings

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
Tripartite Technical Meeting on Access to Labour Justice for All (Geneva, 18–20 February 2025)	United Nations entities, specialized agencies and related organizations: • Office of the United Nations High Commissioner for Human Rights (OHCHR) • United Nations Development Programme (UNDP) • World Trade Organization (WTO) • International Monetary Fund (IMF); • World Bank Group Other organizations • Organisation for Economic Co-operation and Development (OECD); Regional organizations: • African Union • Association of Southeast Asian Nations (ASEAN) • European Union (EU)	• International Court of Justice (ICJ) • Court of Justice of the European Union (CJEU) • European Court of Human Rights (ECtHR) • Inter-American Court of Human Rights (IACtHR) • Inter-American Commission on Human Rights (IACHR) • African Court on Human and Peoples' Rights (AfCHPR) • African Commission on Human and Peoples' Rights (ACHPR) • ASEAN Intergovernmental Commission on Human Rights (AICHR)	Organizations having general consultative status with the ILO: • International Trade Union Confederation (ITUC) • International Organisation of Employers (IOE) • International Cooperative Alliance (ICA) • Organization of African Trade Union Unity (OATUU) • Business Africa • World Federation of Trade Unions (WFTU)

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
Third Meeting of the Joint ILO-IMO Tripartite Working Group to identify and address seafarers' issues and the human element (Geneva, 26–28 November 2024)	Regional organizations: • African Union (AU) • Association of Southeast Asian Nations (ASEAN) • European Union (EU) • League of Arab States (LAS)		Organizations having general consultative status with the ILO: • International Trade Union Confederation (ITUC) • International Organisation of Employers (IOE) • International Cooperative Alliance (ICA) • Organization of African Trade Union Unity (OATUU) • Business Africa • World Federation of Trade Unions (WFTU) Other organizations: • International Chamber of Shipping (ICS) • International Transport Workers' Federation (ITF) • International Maritime Committee (IMC) • International Group of Protection and Indemnity Associations (IGP&I Clubs) • International Federation of Shipmasters' Associations (IFSMA) • International Christian Maritime Association (ICMA) • International Seafarers Welfare and Assistance Network (ISWAN)